

This position is responsible for assisting in the operation of a facility. An individual in this position will be expected to perform additional job related responsibilities and duties as assigned and/or as necessary.

## Essential Functions

*An individual must be able to successfully perform the essential functions of this position with or without a reasonable accommodation.*

Maintains confidential information, documentation, and assigned records as required by Company policies, and local, State, and Federal guidelines.

Provides pharmaceutical care to Customers, including processing and accurately dispensing prescription orders, counseling Customers regarding health care and prescription medication needs, maintaining confidential information, maintaining controlled medication and required documentation.

Ensures compliance with Company and legal policies, procedures, and regulations for assigned areas by analyzing and interpreting reports, implementing and monitoring loss prevention and safety controls, overseeing safety, operational, and quality assurance reviews, developing and implementing action plans, and providing direction and guidance on executing Company programs and strategic initiatives.

Models, enforces, and provides direction and guidance to Associates on proper Customer service approaches and techniques to ensure Customer needs, complaints, and issues are successfully resolved within Company guidelines and standards.

## Competencies

*An individual must be proficient in each of the competencies listed below to successfully perform the responsibilities of this position.*

**Quality Patient Care-Facility** - Creates a culture of patient care, safety, and accuracy. Communicates clear expectations regarding quality of care and patient safety. Ensures others are held accountable for following Standard Operating Procedures (SOP) and achieving expected quality and patient safety goals. Ensures counseling (providing information related to the health service provided) occurs on new therapy (new items) and as requested by patients or required by practice or state regulations, including appropriate documentation. Analyzes and identifies areas of improvement needed and implements intervention steps to improve team knowledge and focus on patient safety and risk reduction. Promotes reporting and transparency of errors whether actual or patient perceived. Writes timely and effective plans of action focused on identification and correction of root cause.

**Compliance Focused Execution-Facility** - Creates and fosters an environment centered on health care compliance execution. Actively communicates, trains, and guides the processes for completion and follow-up on compliance initiatives to associates within Health & Wellness and other associates as applicable to the respective health care business. Implements compliance initiatives and priorities and monitors compliance execution by others. Ensures appropriate operational execution of billing procedures, HIPAA compliance adherence, and Standard Operating Procedures (SOP). Utilizes auditing processes to identify compliance issues and implement processes for improvement.

**Manages Pharmacy Operations** - Demonstrates and communicates solid working knowledge of pharmaceutical products, records, procedures, and regulations. Monitors and ensures that Company and regulatory standards are met for the pharmacy products and services offered and provided. Upholds Company and regulatory (for example, HIPAA, SOP, QA) policies, standards, and procedures for prescriptions, insurance verification and claims, Associate training, and Pharmacist licenses, certifications, and registrations. Evaluates and appropriately responds to issues related to Customer safety and satisfaction, merchandise, insurance, licensure, and training needs. Monitors and ensures adherence to proper procedures and guidelines for advising on, verifying, and dispensing pharmaceutical products.

**Customer/Member Centered: Meet Internal and External Customer/Member Needs** - Identifies the requirements, expectations, and needs of customers/members. Supports and aligns with initiatives, goals, and actions focused on improving customer/member service. Addresses the concerns and issues of internal and external customers/members. Uses customer/member data, analyses, and insights to improve customer/member-related decisions.

**Judgment: Demonstrate Professional Judgment** - Researches and integrates relevant information and data, and uses expertise to make recommendations or decisions. Identifies and applies sound, fact-based criteria in setting priorities and making decisions. Uses business measures and analyses to identify improvement opportunities. Probes and looks beyond symptoms to determine the root causes of problems and identify possible solutions.

**Execution and Results: Focus on Execution and Results** - Aligns and pursues work activities to achieve the mission and business priorities of the organization. Shares information, practices, and resources across functions, organizations, and locations to improve performance. Effectively uses existing processes and tools to achieve performance objectives. Uses and explains major process steps to manage time, resources, and challenges to meet goals.

**Planning and Improvement: Plan for and Improve Performance** - Develops and implements plans, practices, and processes to better achieve organizational goals. Develops contingency plans to manage or eliminate potential problems. Identifies and recommends ways to continually improve and streamline processes and practices.

**Influence and Communicate: Build Influence** - Develops and presents logical, convincing reasons in support of one's perspectives and initiatives.

Proactively shares relevant information and timely updates with appropriate people. Listens attentively and asks questions to ensure understanding.

Researches information for and prepares documents and presentations that effectively convey relevant information in a timely manner.

## Job Description

### Staff Pharmacist

Ethics and Compliance: Model Ethics and Compliance - Complies with policies and procedures. Demonstrates ethical performance. Supports efforts to enforce compliance with policies and procedures.

Adaptability: Adapt Professionally - Demonstrates creativity and strength in the face of change, obstacles, and adversity. Adapts to competing demands and shifting priorities. Updates and shares knowledge and skills to keep current in one's area of expertise. Embraces change and supports its implementation.

Build Relationships: Form Relationships - Builds trusting, collaborative relationships and alliances across functional and organizational boundaries. Relates to others in an accepting and respectful manner, regardless of their organizational level, personality, or background. Collaborates with people from diverse backgrounds, experiences, and functional areas to discover new perspectives.

### Physical Activities

*The following physical activities are necessary to perform one or more essential functions of this position.*

- Observes associate, customer, or supplier behavior.
- Enters and locates information on computer.
- Presents information to small or large groups and individuals.
- Communicates effectively in person or by using telecommunications equipment.
- Creates documents, reports, etc., using a writing instrument (such as a pencil or pen) or computer.
- Grasps, turns, and manipulates objects of varying size and weight, requiring fine motor skills and hand-eye coordination.
- Visually verifies information, often in small print.
- Reads information, often in small print.
- Visually locates merchandise and other objects.
- Visually inspects equipment.
- Reaches overhead and below the knees, including bending, twisting, pulling, and stooping.
- Moves, lifts, carries, and places merchandise and supplies weighing up to 25 pounds without assistance.

### Travel

*Traveling is necessary to perform one or more essential functions of this position.*

- Travels domestically to and from multiple facilities or work-sites requiring consecutive overnight stays.
- Travels domestically to and from multiple facilities or work-sites during the workday.

### Work Environment

*Working in the following environment is necessary to perform one or more of the essential functions of this position.*

- Moves through narrow, confined spaces such as stacks of merchandise or supplies, storage areas, and closets.
- May work with substances that require special handling
- Works in areas requiring exposure to varying temperatures, extreme heat or cold, and/or wet, damp, or drafty conditions.
- Works overnight and on varying shifts as required.

### Entry Requirements

#### **Minimum Qualifications**

- Bachelor's Degree in Pharmacy or PharmD. Degree, or equivalent FPGE (NABP)
- Pharmacy license (by job entry date)

#### **Preferred Qualifications**

- Current immunization certification

Job Description

Staff Pharmacist

Signature

I have read and understand the essential functions for this position and certify that:

\_\_\_\_\_ I have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

\_\_\_\_\_ I do not have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

\_\_\_\_\_  
Associate/Applicant Printed Name

\_\_\_\_\_  
Associate/Applicant Signature

\_\_\_\_\_  
Date

CONFIDENTIAL INFORMATION

Job Description

Walmart

Staff Pharmacist


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Signature

I have read and understand the essential functions for this position and certify that:

☒ I have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

☐ I do not have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

 YVES G. WANTON  
Associate/Applicant Printed Name

  
Associate/Applicant Signature

03/18/15  
Date



CONFIDENTIAL INFORMATION

STORE # 131

LOCATION: Monn + Pleasant

**QUALITY IMPROVEMENT PROGRAM  
ACKNOWLEDGMENT FORM**


I acknowledge that I am responsible for reading and complying with all Quality Improvement Program Guidelines published in Walmart/Sam's Club Pharmacy Operations Manual (POM) and standards established from time to time by Walmart/Sam's Club Pharmacies. Prior to being permitted to fill any prescriptions at a Walmart/Sam's Club Pharmacy, I have been required to and have read and will comply with the specific POMs concerning the Pharmacy Quality Improvement Program listed below.

POM 1101 (Quality Improvement Overview)  
POM 1102 (Quality Improvement Responsibilities)  
POM 1103 (Quality Improvement Cash Payout)

  
\_\_\_\_\_  
Pharmacist Signature

03/18/15  
\_\_\_\_\_  
Date

I attest that the Pharmacist has read the Quality Improvement documents listed above before filling any prescriptions in a Walmart or Sam's Club pharmacy. I also attest that I have reviewed with the Pharmacist, Walmart's *Quality Improvement Program and Workshop Guidelines*.

  
\_\_\_\_\_  
Market Health and Wellness Director/Market Manager  
(Signature)

3/18/2015  
\_\_\_\_\_  
Date

CONFIDENTIAL INFORMATION

STORE # 131

LOCATION: Mount Pleasant

**STANDARD OPERATIONAL PROCEDURES  
ACKNOWLEDGMENT FORM**

I acknowledge that I am responsible for understanding and complying with all of the contents of the Walmart/Sam's Club Pharmacy Operations Manual (POM).

Prior to being granted permission to fill any prescriptions in a Walmart/Sam's Club Pharmacy, I have been required to and have read and will comply with the following POMs associated with the filling of prescriptions in Walmart/Sam's Club Pharmacies.

**POM 1000 - Standard Operational Procedures**

Overview - POM 1001

Prescription Flow - POM 1002

Station Assignment - POM 1003

Drop Off - POM 1004

Input - POM 1005

Drug Utilization Review (DUR) - POM 1006

4-Point Check - POM 1007

Fill Station - POM 1008

Visual Verification - POM 1009

Bagging - POM 1010

Counseling - POM 1011


Pick Up - POM 1012

Troubleshoot - POM 1013

  
\_\_\_\_\_  
Pharmacist Signature

03/18/15  
\_\_\_\_\_  
Date

I attest that the Pharmacist has read the above POMs before filling any prescriptions in a Walmart or Sam's Club pharmacy.

  
\_\_\_\_\_  
Market Health and Wellness Director/Market Manager  
(Signature)

3/18/2015  
\_\_\_\_\_  
Date

Defendant's  
EX 5  
5:17-CV-00018-RWS-CMC

WM/YW 000253

**CONFIDENTIAL INFORMATION****Exit Interview Form****Wal-Mart Stores, Inc.  
EXIT INTERVIEW****Printed From GAIN - GAIN # 9897983  
Associate Information****Associate Name :** Yves Wantou Deugoue **WIN :** 221153347 **SSN # :** xxx-xx-**REDACTED****Address :** 105 ASH STREET APT 10, PITTSBURG, TX - 75686 **US** **Phone:****Facility #:** 131 **Division # :** 10 **Associate Type:** Salaried**Last Worked Date:** 11/09/2016 **Effective Date:** 11/11/2016**Last Position Held:** 1000043160 - **Last Rate of Pay:****Company Property Information****The following applicable Wal-Mart property must be collected at the time of Exit Interview.**☐ **Company Credit Cards** ☐ **Company Phone Cards** ☐ **Cell Phone** ☐ **Laptop Computer** ☐ **Goodlink/Treo**☒ **Facility/Office Keys** ☐ **Company Car** ☒ **Badge** ☒ **Discount Card** ☐ **Membership Card** ☒ **Company Issued Clothings**☐ **Weight Belt** ☐ **Box Cutter** ☐ **Freezer Gear** ☐ **Associate did not provide any or all of WM property requested****Note :** To be considered for re-employment, you must re-apply. Your previous work record with Wal\*Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal\*Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

**Summary of Termination Information****Termination Type:** Involuntary Termination**Eligible for Rehire Status:** Rehirable**Termination Reason:** Misconduct With Coachings**Last Day Worked:** 11/09/2016**Manager Comments****Signatures**

<b>Associate Name :</b> Yves Wantou Deugoue	<b>Date:</b>	<b>Electronic Acknowledge:</b>	<b>No</b>
<b>Supervisor Name :</b> DAMON JOHNSON	<b>Date:</b> 11/11/2016	<b>Electronic Acknowledge:</b>	<b>Yes</b>
<b>Witness Name :</b> JAMES JONES	<b>Date:</b> 11/11/2016	<b>Electronic Acknowledge:</b>	<b>Yes</b>

**Provided below is important information related to your separation....**

COBRA	Continuation of Benefits	(800) 421-1362
DISCOUNT CARD - RETIREE	Application Information	(800) 421-1362
LIFE INSURANCE	Conversion of Benefits	(877) 740-2116 * must call within 31 days of date coverage ends
PROFIT SHARING	Account Information	(888) 968-4015
STOCK OWNERSHIP	Account Information	(800) 438-6278
401K	Account Information	(888) WMT401K OR (888) 968-4015
RESOURCES FOR LIVING	Counseling Service	(800) 825-3555

**Print Close****Defendant's  
EX 7**

5:17-CV-00018-RWS-CMC

**WM/YW 000262**

Wantou, Yves - Training (GLMS)

A		B		C		D	E	
EMP_NO	EMP_FNAME	EMP_LNAME	CODE			ACTIVITYNAME		
1	221153347	YVES	10844			Rx Hazardous Materials (POM 503 Mail-Outs)		
2	221153347	YVES	11101			Emergency Procedures		
3	221153347	YVES	11166 - obsolete			HIPAA General - obsolete		
4	221153347	YVES	11572			CMEA compliance		
5	221153347	YVES	12159			Accommodations and Accessibility		
6	221153347	YVES	12159			Accommodations and Accessibility		
7	221153347	YVES	12169			Bill of Rights and Med B Audits		
8	221153347	YVES	12169			Bill of Rights and Med B Audits		
9	221153347	YVES	12169			Bill of Rights and Med B Audits		
10	221153347	YVES	12169			Bill of Rights and Med B Audits (1.3)		
11	221153347	YVES	12169			Bill of Rights and Med B Audits (1.3)		
12	221153347	YVES	12229			HIPAA Refresher		
13	221153347	YVES	12273			Safety For Hourly (Annual)		
14	221153347	YVES	12273			Safety For Hourly (Annual)		
15	221153347	YVES	12301			Fire Safety (Annual)		
16	221153347	YVES	12301			Fire Safety (Annual)		
17	221153347	YVES	12378			Spill Cleanup 2		
18	221153347	YVES	1291 - obsolete			Customer and Member Safety (Obsolete)		
19	221153347	YVES	1444			Hazard Communications		
20	221153347	YVES	1563			Baler and Compactor Safety (New Hires)		
21	221153347	YVES	1698 - Obsolete			Safe Electrical Practices		
22	221153347	YVES	27635			MicroMessaging: The Power of Small		
23	221153347	YVES	31179			Texas Injury Care Benefit Plan-English		
24	221153347	YVES	92258			A Safer Workplace: Management		
25	221153347	YVES	92258			A Safer Workplace: Management		
26	221153347	YVES	CAH27635			MicroMessaging: The Power of Small (1.4)		
27	221153347	YVES	CALL103831			care1: Leadership Message		
28	221153347	YVES	CALL103831			care1: Leadership Message (1.0)		
29	221153347	YVES	CBLL10844			Rx Hazardous Materials (POM 503 Mail-Outs) (1.1)		
30	221153347	YVES	CBLL1101			Emergency Procedures (1.2)		
31	221153347	YVES	CBLL1166			HIPAA General (1.4)		
32	221153347	YVES	CBLL1166			HIPAA General		
33	221153347	YVES	CBLL1572			CMEA Compliance (1.5)		
34	221153347	YVES	CBLL2159			Accommodations and Accessibility (1.3)		
35	221153347	YVES	CBLL2159			Accommodations and Accessibility (1.3)		
36	221153347	YVES	CBLL2229			HIPAA Refresher (1.4)		
37	221153347	YVES	CBLL2229			HIPAA Refresher		
38	221153347	YVES	CBLL2273			Safety 1		
39	221153347	YVES	CBLL2273			Safety 1		
40	221153347	YVES	CBLL2273			Safety 1 (1.8)		
41	221153347	YVES	CBLL2273			Safety 1 (1.8)		
42	221153347	YVES	CBLL2301			Safety 2		

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WM/YW 000312

**Defendant's  
EX 9**  
5:17-CV-00018-RWS-CMC

Wantou, Yves - Training (GLMS)

	F	G	H	I	J	K	L
	HIDDEN_FROM_TRANSCRIPT	ACTIVITY_TYPE	SCORE	STATUS	ELAPSEDSECONDS	STARTDT	ENDDT
1							
2	Yes	Versional		completed		2015-03-30 04:23:09.000	2015-03-30 04:23:23.000
3	Yes	Versional	100	completed		2015-03-27 00:22:10.000	2015-03-27 00:41:38.000
4	Yes	Versional		completed		2015-03-26 21:40:13.000	2015-03-26 22:08:51.000
5	Yes	Versional		completed		2015-03-26 22:45:28.000	2015-03-26 23:15:04.000
6	Yes	Versional	100	completed		2015-03-26 19:21:21.000	2015-03-26 20:28:10.000
7	Yes	Versional	100	completed		2016-01-01 23:19:51.000	2016-01-03 18:16:42.000
8	Yes	Versional		completed		2015-03-27 17:52:59.000	2015-03-27 17:53:27.000
9	Yes	Versional		completed		2016-01-03 18:26:02.000	2016-01-03 18:27:32.000
10	Yes	Course		completed	23	2016-01-03 18:26:02.000	2016-01-03 18:27:32.000
11	Yes	Course		completed	28	2015-03-27 17:52:59.000	2015-03-27 17:53:27.000
12	Yes	Versional	90	completed		2016-03-26 15:59:11.000	2016-03-26 17:21:54.000
13	Yes	Versional	100	completed		2015-03-27 19:22:24.000	2015-03-27 19:48:31.000
14	Yes	Versional	100	completed		2016-01-03 18:27:55.000	2016-01-03 19:19:47.000
15	Yes	Versional	80	completed		2015-03-28 23:01:51.000	2015-03-28 23:26:21.000
16	Yes	Versional	80	completed		2016-01-01 21:18:12.000	2016-01-01 23:14:26.000
17	Yes	Versional	100	completed		2015-03-29 03:49:51.000	2015-03-29 04:26:22.000
18	Yes	Versional	93	completed		2015-03-26 23:16:56.000	2015-03-26 23:56:19.000
19	Yes	Versional	100	completed		2015-03-27 15:45:39.000	2015-03-27 16:28:15.000
20	Yes	Versional	100	completed		2015-03-26 20:31:00.000	2015-03-26 21:09:52.000
21	Yes	Versional	100	completed		2015-03-27 00:42:53.000	2015-03-27 00:51:05.000
22	Yes	Versional		completed		2015-04-18 19:55:50.000	2015-04-18 20:55:24.000
23	Yes	Versional		completed		2015-03-26 21:11:57.000	2015-03-26 21:38:03.000
24	Yes	Versional		completed		2015-03-26 18:43:37.000	2015-03-26 19:19:44.000
25	Yes	Versional		completed		2016-01-01 23:34:38.000	2016-01-01 23:57:00.000
26	No	Course		completed	3560	2015-04-18 19:55:50.000	2015-04-18 20:55:24.000
27	Yes	Versional		completed		2015-03-27 18:30:46.000	2015-03-27 18:43:42.000
28	No	Course		completed	744	2015-03-27 18:30:46.000	2015-03-27 18:43:42.000
29	Yes	Course		completed	15	2015-03-30 04:23:09.000	2015-03-30 04:23:23.000
30	No	Course	100	completed	1116	2015-03-27 00:22:10.000	2015-03-27 00:41:38.000
31	Yes	Course		completed	1703	2015-03-26 21:40:13.000	2015-03-26 22:08:51.000
32	No	Objective		completed		2015-03-26 21:40:13.000	2015-03-26 22:08:51.000
33	No	Course		completed	1738	2015-03-26 22:45:28.000	2015-03-26 23:15:04.000
34	No	Course	100	completed	2761	2016-01-01 23:19:51.000	2016-01-03 18:16:42.000
35	No	Course	100	completed	3968	2015-03-26 19:21:21.000	2015-03-26 20:28:10.000
36	Yes	Course	90	completed	4949	2016-03-26 15:59:11.000	2016-03-26 17:21:54.000
37	Yes	Objective	90	completed		2016-03-26 15:59:11.000	2016-03-26 17:21:54.000
38	No	Objective	100	completed		2015-03-27 19:22:24.000	2015-03-27 19:48:31.000
39	No	Objective	100	completed		2016-01-03 18:27:55.000	2016-01-03 19:19:47.000
40	Yes	Course	100	completed	1331	2016-01-03 18:27:55.000	2016-01-03 19:19:47.000
41	Yes	Course	100	completed	1556	2015-03-27 19:22:24.000	2015-03-27 19:48:31.000
42	Yes	Objective	80	completed		2015-03-28 23:01:51.000	2015-03-28 23:26:21.000

## Wantou, Yves - Training (GLMS)

	A	B	C	D	E
43	221153347	YVES	WANTOU DEUGOUE	CB112301	Safety 2
44	221153347	YVES	WANTOU DEUGOUE	CB112301	Safety 2 (1.6)
45	221153347	YVES	WANTOU DEUGOUE	CB112301	Safety 2 (1.6)
46	221153347	YVES	WANTOU DEUGOUE	CB112361	Spill Cleanup 1 (1.3)
47	221153347	YVES	WANTOU DEUGOUE	CB112362	Hazardous Waste 1 (1.4)
48	221153347	YVES	WANTOU DEUGOUE	CB112378	Spill Cleanup 2
49	221153347	YVES	WANTOU DEUGOUE	CB112378	Spill Cleanup 2 (1.4)
50	221153347	YVES	WANTOU DEUGOUE	CB11291	Customer and Member Safety (1.5)
51	221153347	YVES	WANTOU DEUGOUE	CB11444	Hazard Communications (1.5)
52	221153347	YVES	WANTOU DEUGOUE	CB11444	Hazard Communications
53	221153347	YVES	WANTOU DEUGOUE	CB11563	Baler and Compactor Safety (New Hires) (1.8)
54	221153347	YVES	WANTOU DEUGOUE	CB11698	Safe Electrical Practices
55	221153347	YVES	WANTOU DEUGOUE	CB11698	Safe Electrical Practices (1.3)
56	221153347	YVES	WANTOU DEUGOUE	CM32030	MicroMessaging Acknowledgement Form
57	221153347	YVES	WANTOU DEUGOUE	CM32030	MicroMessaging Acknowledgement Form (1.1)
58	221153347	YVES	WANTOU DEUGOUE	FA13758	Language Assistance Services
59	221153347	YVES	WANTOU DEUGOUE	FA13758	Language Assistance Services
60	221153347	YVES	WANTOU DEUGOUE	FA13758	Language Assistance Services (1.9)
61	221153347	YVES	WANTOU DEUGOUE	FA13758	Language Assistance Services (2.2)
62	221153347	YVES	WANTOU DEUGOUE	FALL23579	Controlled Substances 1
63	221153347	YVES	WANTOU DEUGOUE	FALL23579	Controlled Substances 1
64	221153347	YVES	WANTOU DEUGOUE	FALL23579	Controlled Substances 1 (1.1)
65	221153347	YVES	WANTOU DEUGOUE	FALL23581	Controlled Substances 2
66	221153347	YVES	WANTOU DEUGOUE	FALL23581	Controlled Substances 2
67	221153347	YVES	WANTOU DEUGOUE	FALL23581	Controlled Substances 2 (1.1)
68	221153347	YVES	WANTOU DEUGOUE	FALL23583	Controlled Substances 3
69	221153347	YVES	WANTOU DEUGOUE	FALL23583	Controlled Substances 3
70	221153347	YVES	WANTOU DEUGOUE	FALL23583	Controlled Substances 3 (1.1)
71	221153347	YVES	WANTOU DEUGOUE	FALL23585	Controlled Substances 4
72	221153347	YVES	WANTOU DEUGOUE	FALL23585	Controlled Substances 4
73	221153347	YVES	WANTOU DEUGOUE	FALL23585	Controlled Substances 4 (1.1)
74	221153347	YVES	WANTOU DEUGOUE	FALL23587	Controlled Substances 5
75	221153347	YVES	WANTOU DEUGOUE	FALL23587	Controlled Substances 5
76	221153347	YVES	WANTOU DEUGOUE	FALL23587	Controlled Substances 5 (1.1)
77	221153347	YVES	WANTOU DEUGOUE	FALL23589	Controlled Substances 6
78	221153347	YVES	WANTOU DEUGOUE	FALL23589	Controlled Substances 6
79	221153347	YVES	WANTOU DEUGOUE	FALL23589	Controlled Substances 6 (1.1) (1.1)
80	221153347	YVES	WANTOU DEUGOUE	FA1116391	Pharmacy SOP: Focus and Organization
81	221153347	YVES	WANTOU DEUGOUE	FA1116391	Pharmacy SOP: Focus and Organization
82	221153347	YVES	WANTOU DEUGOUE	FA1116391	Pharmacy SOP: Focus and Organization (1.1)
83	221153347	YVES	WANTOU DEUGOUE	FA1116391	Pharmacy SOP: Focus and Organization (1.2)
84	221153347	YVES	WANTOU DEUGOUE	FA1116392	Pharmacy SOP: Drop-off and Input

## Wantou, Yves - Training (GLMS)

	F	G	H	I	J	K	L
43	Yes	Objective	80	completed		2016-01-01 21:18:12.000	2016-01-01 23:14:26.000
44	Yes	Course	80	completed	1350	2015-03-28 23:01:51.000	2015-03-28 23:26:21.000
45	Yes	Course	80	completed	6963	2016-01-01 21:18:12.000	2016-01-01 23:14:26.000
46	No	Course	100	completed	1633	2015-03-29 03:21:28.000	2015-03-29 03:48:54.000
47	No	Course	90	completed	1200	2015-03-30 01:50:06.000	2015-03-30 02:10:18.000
48	No	Objective	100	completed		2015-03-29 03:49:51.000	2015-03-29 04:26:22.000
49	No	Course	100	completed	2182	2015-03-29 03:49:51.000	2015-03-29 04:26:22.000
50	Yes	Course	93	completed	2349	2015-03-26 23:16:56.000	2015-03-26 23:56:19.000
51	Yes	Course	100	completed	2479	2015-03-27 15:45:39.000	2015-03-27 16:28:15.000
52	No	Objective	100	completed		2015-03-27 15:45:39.000	2015-03-27 16:28:15.000
53	No	Course	100	completed	2311	2015-03-26 20:31:00.000	2015-03-26 21:09:52.000
54	No	Objective	100	completed		2015-03-27 00:42:53.000	2015-03-27 00:51:05.000
55	Yes	Course	100	completed	481	2015-03-27 00:42:53.000	2015-03-27 00:51:05.000
56	Yes	Versional		completed		2015-03-29 00:36:01.000	2015-03-29 00:36:34.000
57	No	Document		completed	33	2015-03-29 00:36:01.000	2015-03-29 00:36:34.000
58	Yes	Versional	100	completed		2015-03-29 02:18:36.000	2015-03-29 02:51:33.000
59	Yes	Versional	100	completed		2016-01-10 17:36:33.000	2016-01-10 20:34:03.000
60	Yes	Course	100	completed	1866	2015-03-29 02:18:36.000	2015-03-29 02:51:33.000
61	Yes	Course	100	completed	8060	2016-01-10 17:36:33.000	2016-01-10 20:34:03.000
62	No	Objective	80	completed		2015-03-28 23:27:25.000	2015-03-29 00:11:50.000
63	Yes	Versional	80	completed		2015-03-28 23:27:25.000	2015-03-29 00:11:50.000
64	Yes	Course	80	completed	2658	2015-03-28 23:27:25.000	2015-03-29 00:11:50.000
65	No	Objective	100	completed		2015-03-29 00:12:42.000	2015-03-29 00:31:04.000
66	Yes	Versional	100	completed		2015-03-29 00:12:42.000	2015-03-29 00:31:04.000
67	Yes	Course	100	completed	1091	2015-03-29 00:12:42.000	2015-03-29 00:31:04.000
68	No	Objective	80	completed		2015-04-06 20:42:47.000	2015-04-06 21:06:17.000
69	Yes	Versional	80	completed		2015-04-06 20:42:47.000	2015-04-06 21:06:17.000
70	Yes	Course	80	completed	1391	2015-04-06 20:42:47.000	2015-04-06 21:06:17.000
71	No	Objective	100	completed		2015-04-08 22:02:44.000	2015-04-08 22:30:07.000
72	Yes	Versional	100	completed		2015-04-08 22:02:44.000	2015-04-08 22:30:07.000
73	Yes	Course	100	completed	1629	2015-04-08 22:02:44.000	2015-04-08 22:30:07.000
74	No	Objective	80	completed		2015-04-10 19:20:34.000	2015-04-10 19:54:41.000
75	Yes	Versional	80	completed		2015-04-10 19:20:34.000	2015-04-10 19:54:41.000
76	Yes	Course	80	completed	2017	2015-04-10 19:20:34.000	2015-04-10 19:54:41.000
77	No	Objective	80	completed		2015-04-12 21:08:07.000	2015-04-12 22:03:08.000
78	Yes	Versional	80	completed		2015-04-12 21:08:07.000	2015-04-12 22:03:08.000
79	Yes	Course	80	completed	2440	2015-04-12 21:08:07.000	2015-04-12 22:03:08.000
80	Yes	Versional		completed		2015-05-03 21:40:51.000	2015-05-14 19:02:14.000
81	Yes	Versional		completed		2016-03-11 22:00:37.000	2016-03-11 22:26:54.000
82	Yes	Versional		completed	916	2015-05-03 21:40:51.000	2015-05-14 19:02:14.000
83	No	Course		completed	236	2016-03-11 22:00:37.000	2016-03-11 22:26:54.000
84	Yes	Versional		completed		2015-05-03 21:09:07.000	2015-05-14 18:58:36.000

Wantou, Yves - Training (GLMS)

	A	B	C	D	E
85	221153347	YVES	WANTOU DEUGOUE	FAIL116392	Pharmacy SOP: Drop-off and Input
86	221153347	YVES	WANTOU DEUGOUE	FAIL116392	Pharmacy SOP: Drop-off and Input (1.1)
87	221153347	YVES	WANTOU DEUGOUE	FAIL116392	Pharmacy SOP: Drop-off and Input (1.2)
88	221153347	YVES	WANTOU DEUGOUE	FAIL116393	Pharmacy SOP: Input Verification and DUR
89	221153347	YVES	WANTOU DEUGOUE	FAIL116393	Pharmacy SOP: Input Verification and DUR
90	221153347	YVES	WANTOU DEUGOUE	FAIL116393	Pharmacy SOP: Input Verification and DUR (1.1)
91	221153347	YVES	WANTOU DEUGOUE	FAIL116393	Pharmacy SOP: Input Verification and DUR (1.2)
92	221153347	YVES	WANTOU DEUGOUE	FAIL116395	Pharmacy SOP: Visual Verification
93	221153347	YVES	WANTOU DEUGOUE	FAIL116395	Pharmacy SOP: Visual Verification
94	221153347	YVES	WANTOU DEUGOUE	FAIL116395	Pharmacy SOP: Visual Verification (1.1)
95	221153347	YVES	WANTOU DEUGOUE	FAIL116395	Pharmacy SOP: Visual Verification (1.2)
96	221153347	YVES	WANTOU DEUGOUE	FAIL116396	Pharmacy SOP: Bagging
97	221153347	YVES	WANTOU DEUGOUE	FAIL116396	Pharmacy SOP: Bagging
98	221153347	YVES	WANTOU DEUGOUE	FAIL116396	Pharmacy SOP: Bagging (1.1)
99	221153347	YVES	WANTOU DEUGOUE	FAIL116396	Pharmacy SOP: Bagging (1.2)
100	221153347	YVES	WANTOU DEUGOUE	FAIL116397	Pharmacy SOP: Counseling
101	221153347	YVES	WANTOU DEUGOUE	FAIL116397	Pharmacy SOP: Counseling
102	221153347	YVES	WANTOU DEUGOUE	FAIL116397	Pharmacy SOP: Counseling (1.1)
103	221153347	YVES	WANTOU DEUGOUE	FAIL116397	Pharmacy SOP: Counseling (1.2)
104	221153347	YVES	WANTOU DEUGOUE	FAIL116398	Pharmacy SOP: Root Cause and Plan of Action
105	221153347	YVES	WANTOU DEUGOUE	FAIL116398	Pharmacy SOP: Root Cause and Plan of Action
106	221153347	YVES	WANTOU DEUGOUE	FAIL116398	Pharmacy SOP: Root Cause and Plan of Action (1.1)
107	221153347	YVES	WANTOU DEUGOUE	FAIL116398	Pharmacy SOP: Root Cause and Plan of Action (1.2)
108	221153347	YVES	WANTOU DEUGOUE	FAIL116399	Pharmacy SOP: Prescription Events
109	221153347	YVES	WANTOU DEUGOUE	FAIL116399	Pharmacy SOP: Prescription Events
110	221153347	YVES	WANTOU DEUGOUE	FAIL116399	Pharmacy SOP: Prescription Events (1.1)
111	221153347	YVES	WANTOU DEUGOUE	FAIL116399	Pharmacy SOP: Prescription Events (1.3)
112	221153347	YVES	WANTOU DEUGOUE	FAIL116402	Pharmacy SOP: QI Program
113	221153347	YVES	WANTOU DEUGOUE	FAIL116402	Pharmacy SOP: QI Program
114	221153347	YVES	WANTOU DEUGOUE	FAIL116402	Pharmacy SOP: QI Program (1.1)
115	221153347	YVES	WANTOU DEUGOUE	FAIL116402	Pharmacy SOP: QI Program (1.3)
116	221153347	YVES	WANTOU DEUGOUE	FAIL116421	Pharmacy SOP: Pickup
117	221153347	YVES	WANTOU DEUGOUE	FAIL116421	Pharmacy SOP: Pickup
118	221153347	YVES	WANTOU DEUGOUE	FAIL116421	Pharmacy SOP: Pickup (1.1)
119	221153347	YVES	WANTOU DEUGOUE	FAIL116421	Pharmacy SOP: Pickup (1.2)
120	221153347	YVES	WANTOU DEUGOUE	FAIL116438	Pharmacy SOP: Resolution and SFA
121	221153347	YVES	WANTOU DEUGOUE	FAIL116438	Pharmacy SOP: Resolution and SFA
122	221153347	YVES	WANTOU DEUGOUE	FAIL116438	Pharmacy SOP: Resolution and SFA (1.1)
123	221153347	YVES	WANTOU DEUGOUE	FAIL116438	Pharmacy SOP: Resolution and SFA (1.2)
124	221153347	YVES	WANTOU DEUGOUE	FAIL126283	Clinical Services Overview
125	221153347	YVES	WANTOU DEUGOUE	FAIL126283	Clinical Services Overview (1.1)
126	221153347	YVES	WANTOU DEUGOUE	FM103585	WM - Pharmacist-Administered Immunization Delivery Assessment



## Wantou, Yves - Training (GLMS)

	F	G	H	I	J	K	L
85	Yes	Versional		completed		2016-02-21 22:31:53.000	2016-02-21 23:13:25.000
86	Yes	Course		completed	1948	2015-05-03 21:09:07.000	2015-05-14 18:58:36.000
87	No	Course		completed	2481	2016-02-21 22:31:53.000	2016-02-21 23:13:25.000
88	Yes	Versional		completed		2015-05-03 21:54:08.000	2015-05-14 19:05:27.000
89	Yes	Versional		completed		2016-02-21 22:09:06.000	2016-02-21 22:31:30.000
90	Yes	Course		completed	1354	2015-05-03 21:54:08.000	2015-05-14 19:05:27.000
91	Yes	Course		completed	1328	2016-02-21 22:09:06.000	2016-02-21 22:31:30.000
92	Yes	Versional		completed		2015-05-09 23:03:48.000	2015-05-10 18:53:04.000
93	Yes	Versional		completed		2016-02-21 20:57:44.000	2016-02-21 21:40:50.000
94	Yes	Course		completed	1182	2015-05-09 23:03:48.000	2015-05-10 18:53:04.000
95	Yes	Course		completed	2569	2016-02-21 20:57:44.000	2016-02-21 21:40:50.000
96	Yes	Versional		completed		2015-05-03 20:09:16.000	2015-05-10 18:56:43.000
97	Yes	Versional		completed		2016-02-21 21:41:27.000	2016-02-21 21:55:11.000
98	Yes	Course		completed	1716	2015-05-03 20:09:16.000	2015-05-10 18:56:43.000
99	No	Course		completed	811	2016-02-21 21:41:27.000	2016-02-21 21:55:11.000
100	Yes	Versional		completed		2015-05-03 20:36:21.000	2015-05-10 18:59:57.000
101	Yes	Versional		completed		2016-02-21 21:55:43.000	2016-02-21 22:08:31.000
102	Yes	Course		completed	1412	2015-05-03 20:36:21.000	2015-05-10 18:59:57.000
103	No	Course		completed	730	2016-02-21 21:55:43.000	2016-02-21 22:08:31.000
104	Yes	Versional		completed		2015-05-09 22:41:14.000	2015-05-16 18:58:31.000
105	Yes	Versional		completed		2016-03-26 21:39:16.000	2016-03-26 22:42:17.000
106	Yes	Course		completed	1718	2015-05-09 22:41:14.000	2015-05-16 18:58:31.000
107	No	Course		completed	571	2016-03-26 21:39:16.000	2016-03-26 22:42:17.000
108	Yes	Versional		completed		2015-05-09 22:23:46.000	2015-05-16 18:45:44.000
109	Yes	Versional		completed		2016-03-26 19:56:16.000	2016-03-26 20:32:07.000
110	Yes	Course		completed	614	2015-05-09 22:23:46.000	2015-05-16 18:45:44.000
111	No	Course		completed	2137	2016-03-26 19:56:16.000	2016-03-26 20:32:07.000
112	Yes	Versional		completed		2015-05-09 22:31:59.000	2015-05-16 18:47:02.000
113	Yes	Versional		completed		2016-03-26 20:33:02.000	2016-03-26 21:32:17.000
114	Yes	Course		completed	216	2015-05-09 22:31:59.000	2015-05-16 18:47:02.000
115	No	Course		completed	3544	2016-03-26 20:33:02.000	2016-03-26 21:32:17.000
116	Yes	Versional		completed		2015-05-09 20:41:49.000	2015-05-14 19:09:21.000
117	Yes	Versional		completed		2016-02-21 23:14:16.000	2016-03-26 19:55:22.000
118	Yes	Course		completed	5884	2015-05-09 20:41:49.000	2015-05-14 19:09:21.000
119	No	Course		completed	9001	2016-02-21 23:14:16.000	2015-03-26 19:55:22.000
120	Yes	Versional		completed		2015-05-09 22:35:53.000	2015-05-17 18:47:21.000
121	Yes	Versional		completed		2016-03-26 22:42:58.000	2016-03-26 23:28:01.000
122	Yes	Course		completed	1469	2015-05-09 22:35:53.000	2015-05-17 18:47:21.000
123	No	Course		completed	2691	2016-03-26 22:42:58.000	2016-03-26 23:28:01.000
124	Yes	Versional		completed		2016-01-31 19:02:22.000	2016-01-31 23:05:27.000
125	No	Course		completed	1375	2016-01-31 19:02:22.000	2016-01-31 23:05:27.000
126	No	Versional	66 failed			2015-05-30 16:12:12.000	2015-05-30 18:03:12.000

Wantou, Yves - Training (GLMS)

	A	B	C	D	E
127	221153347	YVES	WANTOU DEUGOUE	FM103585	WM - Pharmacist-Administered Immunization Delivery Assessment
128	221153347	YVES	WANTOU DEUGOUE	FM103585	WM - Pharmacist-Administered Immunization Delivery Assessment
129	221153347	YVES	WANTOU DEUGOUE	FM103585	WM - Pharmacist-Administered Immunization Delivery Assessment (1.0)
130	221153347	YVES	WANTOU DEUGOUE	FM103585	WM - Pharmacist-Administered Immunization Delivery Assessment (1.0)
131	221153347	YVES	WANTOU DEUGOUE	FM103585	WM - Pharmacist-Administered Immunization Delivery Assessment (1.0)
132	221153347	YVES	WANTOU DEUGOUE	FM103720	WM - Pharmacist-Administered Immunization Delivery Acknowledgement
133	221153347	YVES	WANTOU DEUGOUE	FM103720	WM - Pharmacist-Administered Immunization Delivery Acknowledgement (1.0)
134	221153347	YVES	WANTOU DEUGOUE	FM118813	Salaried Labor Relations Training
135	221153347	YVES	WANTOU DEUGOUE	FM118813	Salaried Labor Relations Training (1.1)
136	221153347	YVES	WANTOU DEUGOUE	FM126350	Pharmacist Administered Immunizations
137	221153347	YVES	WANTOU DEUGOUE	FM126350	Pharmacist Administered Immunizations (1.0)
138	221153347	YVES	WANTOU DEUGOUE	FM127615	Pharmacy Quality Measures Assessment
139	221153347	YVES	WANTOU DEUGOUE	FM127615	Pharmacy Quality Measures Assessment (1.0)
140	221153347	YVES	WANTOU DEUGOUE	FM36617	Pharmacy SOP 06 - Pick up and Counseling QI Program
141	221153347	YVES	WANTOU DEUGOUE	FM36617	Pharmacy SOP 06 - Pick up and Counseling QI Program (1.0)
142	221153347	YVES	WANTOU DEUGOUE	FM36757	Pharmacy SOP 07 - Reporting and QI Program
143	221153347	YVES	WANTOU DEUGOUE	FM36757	Pharmacy SOP 07 - Reporting and QI Program (1.0)
144	221153347	YVES	WANTOU DEUGOUE	FM36759	Pharmacy SOP 03 - Input Verification and DUR
145	221153347	YVES	WANTOU DEUGOUE	FM36759	Pharmacy SOP 03 - Input Verification and DUR (1.0)
146	221153347	YVES	WANTOU DEUGOUE	FM36760	Pharmacy SOP 04 - Troubleshoot and SFA
147	221153347	YVES	WANTOU DEUGOUE	FM36760	Pharmacy SOP 04 - Troubleshoot and SFA (1.0)
148	221153347	YVES	WANTOU DEUGOUE	FM36766	Pharmacy SOP 01 - Focus and Organization
149	221153347	YVES	WANTOU DEUGOUE	FM36766	Pharmacy SOP 01 - Focus and Organization (1.0)
150	221153347	YVES	WANTOU DEUGOUE	FM36767	Pharmacy SOP 02 - Drop off and Input
151	221153347	YVES	WANTOU DEUGOUE	FM36767	Pharmacy SOP 02 - Drop off and Input (1.1)
152	221153347	YVES	WANTOU DEUGOUE	FM36768	Pharmacy SOP 05 - Visual Verification and Bagging
153	221153347	YVES	WANTOU DEUGOUE	FM36768	Pharmacy SOP 05 - Visual Verification and Bagging (1.0)
154	221153347	YVES	WANTOU DEUGOUE	FMHS32517	Robbery Protocol
155	221153347	YVES	WANTOU DEUGOUE	FMHS32517	Robbery Protocol (1.2)
156	221153347	YVES	WANTOU DEUGOUE	HWALL36002	Controlled Substances Refresher
157	221153347	YVES	WANTOU DEUGOUE	HWALL36002	Controlled Substances Refresher
158	221153347	YVES	WANTOU DEUGOUE	HWALL36002	Controlled Substances Refresher
159	221153347	YVES	WANTOU DEUGOUE	HWALL36002	Controlled Substances Refresher (1.0)
160	221153347	YVES	WANTOU DEUGOUE	HWALL36002	Controlled Substances Refresher (1.2)
161	221153347	YVES	WANTOU DEUGOUE	HWALL36002	Controlled Substances Refresher (1.2)
162	221153347	YVES	WANTOU DEUGOUE	HWAIL37465	Health and Wellness Patient Accessibility
163	221153347	YVES	WANTOU DEUGOUE	HWAIL37465	Health and Wellness Patient Accessibility (1.1)
164	221153347	YVES	WANTOU DEUGOUE	LDM30617	Positive Associate Relations
165	221153347	YVES	WANTOU DEUGOUE	LDM30617	Positive Associate Relations (1.1)
166	221153347	YVES	WANTOU DEUGOUE	PCALL28076	Statement of Ethics - English (New Hire)
167	221153347	YVES	WANTOU DEUGOUE	PCALL28076	Statement of Ethics - English (New Hire) (1.5)
168	221153347	YVES	WANTOU DEUGOUE	PCM165688	Active Shooter Awareness Campaign – Mgmt DOV

Wantou, Yves - Training (GLMS)

	F	G	H	I	J	K	L
127	No	Versional	100	passed		2015-05-30 18:07:56.000	2015-05-30 18:11:01.000
128	No	Versional	100	passed		2015-05-30 18:12:53.000	2015-05-30 18:15:00.000
129	Yes	Quick Assessment	66	failed	265	2015-05-30 16:12:12.000	2015-05-30 18:03:12.000
130	Yes	Quick Assessment	100	passed	102	2015-05-30 18:12:53.000	2015-05-30 18:15:00.000
131	Yes	Quick Assessment	100	passed	158	2015-05-30 18:07:56.000	2015-05-30 18:11:01.000
132	No	Versional		completed		2015-05-30 19:34:18.000	2015-05-30 19:35:37.000
133	Yes	Document		completed	79	2015-05-30 19:34:18.000	2015-05-30 19:35:37.000
134	Yes	Versional		completed		2015-04-25 17:42:02.000	2015-04-25 19:30:00.000
135	Yes	Course		completed	4130	2015-04-25 17:42:02.000	2015-04-25 19:30:00.000
136	Yes	Versional		completed		2016-09-10 23:01:57.000	2016-09-11 00:31:09.000
137	No	Course		completed	5326	2016-09-10 23:01:57.000	2016-09-11 00:31:09.000
138	No	Versional	80	passed		2016-03-26 17:23:58.000	2016-03-26 17:27:06.000
139	No	Quick Assessment	80	passed	150	2016-03-26 17:23:58.000	2016-03-26 17:27:06.000
140	Yes	Versional		0 completed		2015-03-29 00:37:29.000	2015-03-29 00:40:50.000
141	Yes	Course		0 completed	168	2015-03-29 00:37:29.000	2015-03-29 00:40:50.000
142	Yes	Versional		0 completed		2015-03-29 01:17:28.000	2015-03-29 01:20:30.000
143	Yes	Course		0 completed	159	2015-03-29 01:17:28.000	2015-03-29 01:20:30.000
144	Yes	Versional		completed		2015-03-29 00:56:09.000	2015-03-29 01:04:23.000
145	Yes	Course		completed	466	2015-03-29 00:56:09.000	2015-03-29 01:04:23.000
146	Yes	Versional		0 completed		2015-03-29 01:05:12.000	2015-03-29 01:09:44.000
147	Yes	Course		0 completed	250	2015-03-29 01:05:12.000	2015-03-29 01:09:44.000
148	Yes	Versional		0 completed		2015-03-29 00:42:32.000	2015-03-29 00:46:15.000
149	Yes	Course		0 completed	103	2015-03-29 00:42:32.000	2015-03-29 00:46:15.000
150	Yes	Versional		0 completed		2015-03-29 00:48:14.000	2015-03-29 00:54:56.000
151	Yes	Course		0 completed	386	2015-03-29 00:48:14.000	2015-03-29 00:54:56.000
152	Yes	Versional		completed		2015-03-29 01:10:27.000	2015-03-29 01:16:24.000
153	Yes	Course		completed	213	2015-03-29 01:10:27.000	2015-03-29 01:16:24.000
154	Yes	Versional	100	completed		2015-03-29 01:22:00.000	2015-03-29 01:43:38.000
155	No	Course	100	completed	1202	2015-03-29 01:22:00.000	2015-03-29 01:43:38.000
156	Yes	Versional	81	completed		2016-01-23 20:22:38.000	2016-01-23 21:05:11.000
157	Yes	Versional	81	completed		2016-02-25 14:51:37.000	2016-02-25 15:13:08.000
158	Yes	Versional		completed		2015-04-12 22:09:05.000	2015-04-12 22:43:06.000
159	Yes	Course		completed	1742	2015-04-12 22:09:05.000	2015-04-12 22:43:06.000
160	No	Course	81	completed	1257	2016-02-25 14:51:37.000	2016-02-25 15:13:08.000
161	No	Course	81	completed	2532	2016-01-23 20:22:38.000	2016-01-23 21:05:11.000
162	Yes	Versional		completed		2015-04-01 23:45:40.000	2015-04-02 00:14:04.000
163	No	Course		completed	1690	2015-04-01 23:45:40.000	2015-04-02 00:14:04.000
164	Yes	Versional		completed		2015-03-29 02:52:35.000	2015-03-29 03:21:00.000
165	No	Course		completed	1698	2015-03-29 02:52:35.000	2015-03-29 03:21:00.000
166	Yes	Versional		completed		2015-03-30 04:23:50.000	2015-03-30 05:59:44.000
167	Yes	Course		completed	1735	2015-03-30 04:23:50.000	2015-03-30 05:59:44.000
168	Yes	Versional		completed		2016-07-30 22:10:13.000	2016-07-30 22:10:24.000

Wantou, Yves - Training (GLMS)

	A	B	C	D	E
169	221153347	YVES	WANTOU DEUGOUE	PCM165688	Active Shooter Awareness Campaign – Mgmt DOV (1.0)
170	221153347	YVES	WANTOU DEUGOUE	PCM92258	A Safer Workplace: Management (1.3)
171	221153347	YVES	WANTOU DEUGOUE	PCM92258	A Safer Workplace: Management (1.4)
172	221153347	YVES	WANTOU DEUGOUE	PCMHS32281a	EEO 1: Decision Making
173	221153347	YVES	WANTOU DEUGOUE	PCMHS32281a	EEO 1: Decision Making (1.0)
174	221153347	YVES	WANTOU DEUGOUE	PCMHS32282a	EEO 2: Avoiding Risks
175	221153347	YVES	WANTOU DEUGOUE	PCMHS32282a	EEO 2: Avoiding Risks (1.0)
176	221153347	YVES	WANTOU DEUGOUE	PCMHS32283a	EEO 3: Smart Interviewing
177	221153347	YVES	WANTOU DEUGOUE	PCMHS32283a	EEO 3: Smart Interviewing (1.0)
178	221153347	YVES	WANTOU DEUGOUE	PCMHS32284a	EEO 4: Managing Performance
179	221153347	YVES	WANTOU DEUGOUE	PCMHS32284a	EEO 4: Managing Performance (1.0)
180	221153347	YVES	WANTOU DEUGOUE	PCMHS32285a	EEO 5: Avoiding Harassment
181	221153347	YVES	WANTOU DEUGOUE	PCMHS32285a	EEO 5: Avoiding Harassment (1.0)
182	221153347	YVES	WANTOU DEUGOUE	PCMHS32286a	FLSA 1: Intro to FLSA
183	221153347	YVES	WANTOU DEUGOUE	PCMHS32286a	FLSA 1: Intro to FLSA (1.0)
184	221153347	YVES	WANTOU DEUGOUE	PCMHS32287a	FLSA 2: Record Keeping- Overtime- Breaks- Meal Periods
185	221153347	YVES	WANTOU DEUGOUE	PCMHS32287a	FLSA 2: Record Keeping- Overtime- Breaks- Meal Periods (1.0)
186	221153347	YVES	WANTOU DEUGOUE	PCMHS32292a	FLSA 3: Employment of Minors
187	221153347	YVES	WANTOU DEUGOUE	PCMHS32292a	FLSA 3: Employment of Minors/FLSA 3: Employment of Minors- Classes- and Penalties (1.0)
188	221153347	YVES	WANTOU DEUGOUE	RCALL103039	TIRF REMS Education Program for Prescribers and Pharmacists
189	221153347	YVES	WANTOU DEUGOUE	RCALL103039	TIRF REMS Education Program for Prescribers and Pharmacists (1.0)
190	221153347	YVES	WANTOU DEUGOUE	RCALL103336	Leadership Message on Controlled Substances
191	221153347	YVES	WANTOU DEUGOUE	RCALL103336	Leadership Message on Controlled Substances (1.0)
192	221153347	YVES	WANTOU DEUGOUE	RCALL104263	Controlled Substance Red Flags Acknowledgement
193	221153347	YVES	WANTOU DEUGOUE	RCALL104263	Controlled Substance Red Flags Acknowledgement (1.0)
194	221153347	YVES	WANTOU DEUGOUE	RCALL115109	Personal Protective Equipment (PPE)
195	221153347	YVES	WANTOU DEUGOUE	RCALL115109	Personal Protective Equipment (PPE) (1.3)
196	221153347	YVES	WANTOU DEUGOUE	RCALL126114	Patient Safety Organization
197	221153347	YVES	WANTOU DEUGOUE	RCALL126114	Patient Safety Organization (1.0)
198	221153347	YVES	WANTOU DEUGOUE	RCALL161870	OSHA Refresher
199	221153347	YVES	WANTOU DEUGOUE	RCALL161870	OSHA Refresher (1.0)
200	221153347	YVES	WANTOU DEUGOUE	RCALL161889	Billing Compliance 2: General Compliance Medicare C & D
201	221153347	YVES	WANTOU DEUGOUE	RCALL161889	Billing Compliance 2: General Compliance Medicare C & D (1.0)
202	221153347	YVES	WANTOU DEUGOUE	RCALL27101	Health and Wellness Code of Conduct
203	221153347	YVES	WANTOU DEUGOUE	RCALL27101	Health and Wellness Code of Conduct
204	221153347	YVES	WANTOU DEUGOUE	RCALL27101	Health and Wellness Code of Conduct (1.2)
205	221153347	YVES	WANTOU DEUGOUE	RCALL27101	Health and Wellness Code of Conduct (1.2)
206	221153347	YVES	WANTOU DEUGOUE	RCALL27404a	Health and Wellness Anti-Kickback Policy
207	221153347	YVES	WANTOU DEUGOUE	RCALL27404a	Health and Wellness Anti-Kickback Policy (1.1)
208	221153347	YVES	WANTOU DEUGOUE	RCALL28263	Pharmaceutical Hazardous Waste (English)
209	221153347	YVES	WANTOU DEUGOUE	RCALL28263	Pharmaceutical Hazardous Waste (English)
210	221153347	YVES	WANTOU DEUGOUE	RCALL28263	Pharmaceutical Hazardous Waste (English) (1.5)

Wantou, Yves - Training (GLMS)

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175	Yes	Course		completed	790	2015-03-30 02:51:55.000	2015-03-30 03:05:11.000
176	Yes	Versional		completed		2015-03-30 03:06:16.000	2015-03-30 03:22:33.000
177	Yes	Course		completed	970	2015-03-30 03:06:16.000	2015-03-30 03:22:33.000
178	Yes	Versional		completed		2015-03-30 03:23:16.000	2015-03-30 03:51:27.000
179	Yes	Course		completed	1683	2015-03-30 03:23:16.000	2015-03-30 03:51:27.000
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181	Yes	Course		completed	1794	2015-03-30 03:52:42.000	2015-03-30 04:22:43.000
182	Yes	Versional		completed		2015-03-30 04:24:44.000	2015-03-30 05:29:43.000
183	Yes	Course		completed	411	2015-03-30 04:24:44.000	2015-03-30 05:29:43.000
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185	Yes	Course		completed	1423	2015-03-30 06:00:22.000	2015-03-30 06:24:12.000
186	Yes	Versional		completed		2015-03-30 20:18:05.000	2015-03-30 20:56:19.000
187	Yes	Course		completed	2274	2015-03-30 20:18:05.000	2015-03-30 20:56:19.000
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195	Yes	Course	100	completed	1381	2015-03-26 23:57:51.000	2015-03-27 00:21:04.000
196	Yes	Versional	100	completed		2015-09-20 20:03:03.000	2015-09-20 21:19:46.000
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201	Yes	Course	100	completed	3560	2016-08-20 21:32:55.000	2016-08-20 22:33:38.000
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203	Yes	Versional	100	completed		2016-01-03 21:12:57.000	2016-01-03 21:39:39.000
204	No	Course	100	completed	649	2015-03-27 18:44:34.000	2015-03-27 19:21:00.000
205	No	Course	100	completed	1565	2016-01-03 21:12:57.000	2016-01-03 21:39:39.000
206	Yes	Versional	100	completed		2015-03-27 18:05:03.000	2015-03-27 18:28:15.000
207	No	Course	100	completed	1382	2015-03-27 18:05:03.000	2015-03-27 18:28:15.000
208	Yes	Versional	100	completed		2015-03-29 01:44:48.000	2015-03-29 02:17:19.000
209	Yes	Versional	100	completed		2016-01-09 19:27:21.000	2016-01-09 22:54:55.000
210	No	Course	100	completed	1942	2015-03-29 01:44:48.000	2015-03-29 02:17:19.000

Wantou, Yves - Training (GLMS)

	A	B	C	D	E
211	221153347	YVES	WANTOU DEUGOUE	RCAL128263	Pharmaceutical Hazardous Waste (English) (1.5)
212	221153347	YVES	WANTOU DEUGOUE	RCAL131179	Texas Injury Care Benefit Plan-English (1.2)
213	221153347	YVES	WANTOU DEUGOUE	RCAL131560	Hazardous Waste Refresher (1.6)
214	221153347	YVES	WANTOU DEUGOUE	RCAL135834	Professional Accountability Matrix
215	221153347	YVES	WANTOU DEUGOUE	RCAL135834	Professional Accountability Matrix (1.1)
216	221153347	YVES	WANTOU DEUGOUE	RCAL138247	Statement of Ethics - English (Annual)
217	221153347	YVES	WANTOU DEUGOUE	RCAL138247	Statement of Ethics - English (Annual) (1.5)
218	221153347	YVES	WANTOU DEUGOUE	RCAL139025	Billing Compliance 1: Medicare Part B
219	221153347	YVES	WANTOU DEUGOUE	RCAL139025	Billing Compliance 1: Medicare Part B
220	221153347	YVES	WANTOU DEUGOUE	RCAL139025	Billing Compliance 1: Medicare and Medicaid Basics (1.1)
221	221153347	YVES	WANTOU DEUGOUE	RCAL139025	Billing Compliance 1: Medicare and Medicaid Basics (1.1)
222	221153347	YVES	WANTOU DEUGOUE	RCAL139026	Billing Compliance 2: Billing Integrity
223	221153347	YVES	WANTOU DEUGOUE	RCAL139026	Billing Compliance 2: Billing Integrity
224	221153347	YVES	WANTOU DEUGOUE	RCAL139026	Billing Compliance 2: Billing Integrity (1.1)
225	221153347	YVES	WANTOU DEUGOUE	RCAL139026	Billing Compliance 2: Billing Integrity (1.1)
226	221153347	YVES	WANTOU DEUGOUE	RCAL139027	Billing Compliance 3: Billing 101
227	221153347	YVES	WANTOU DEUGOUE	RCAL139027	Billing Compliance 3: Billing 101
228	221153347	YVES	WANTOU DEUGOUE	RCAL139027	Billing Compliance 3: Prescriber Identification (1.1)
229	221153347	YVES	WANTOU DEUGOUE	RCAL139027	Billing Compliance 3: Prescriber Identification (1.1)
230	221153347	YVES	WANTOU DEUGOUE	RCM116850	Bloodborne Pathogens -Health and Wellness
231	221153347	YVES	WANTOU DEUGOUE	RCM116850	Bloodborne Pathogens -Health and Wellness
232	221153347	YVES	WANTOU DEUGOUE	RCM116850	Bloodborne Pathogens -Pharmacists (1.0)
233	221153347	YVES	WANTOU DEUGOUE	RCM116850	Bloodborne Pathogens -Pharmacists (1.0)
234	221153347	YVES	WANTOU DEUGOUE	RCM126342	Addyi REMS Pharmacy training
235	221153347	YVES	WANTOU DEUGOUE	RCM126342	Addyi REMS Pharmacy training (1.0)
236	221153347	YVES	WANTOU DEUGOUE	RCM126400	Clozapine REMS Pharmacy training
237	221153347	YVES	WANTOU DEUGOUE	RCM126400	Clozapine REMS Pharmacy training (1.0)
238	221153347	YVES	WANTOU DEUGOUE	RCM127440	Safety for Management (Annual)
239	221153347	YVES	WANTOU DEUGOUE	RCM127440	Safety for Management (Annual) (1.0)
240	221153347	YVES	WANTOU DEUGOUE	RCM35146	Pharmacy Counseling
241	221153347	YVES	WANTOU DEUGOUE	RCM35146	Pharmacy Counseling (1.0)
242	221153347	YVES	WANTOU DEUGOUE	RCM35271	Pharmacy Counseling - Assessment - (ID, OR, NV, UT, AZ, TX, NC, DE, and CT Only)
243	221153347	YVES	WANTOU DEUGOUE	RCM35271	Pharmacy Counseling - Assessment - (ID, OR, NV, UT, AZ, TX, NC, DE, and CT Only) (1.0)
244	221153347	YVES	WANTOU DEUGOUE	RCM35288	Pharmacy Counseling - POM 1007 (ID, OR, NV, UT, AZ, TX, NC, DE, and CT only)
245	221153347	YVES	WANTOU DEUGOUE	RCM35288	Pharmacy Counseling - POM 1007 (ID, OR, NV, UT, AZ, TX, NC, DE, and CT only) (1.0)
246	221153347	YVES	WANTOU DEUGOUE	RCM35289	Pharmacy Counseling - POM 1009 (ID, OR, NV, UT, AZ, TX, NC, DE, and CT only)
247	221153347	YVES	WANTOU DEUGOUE	RCM35289	Pharmacy Counseling - POM 1009 (ID, OR, NV, UT, AZ, TX, NC, DE, and CT only) (1.0)
248	221153347	YVES	WANTOU DEUGOUE	RCM35290	Pharmacy Counseling - POM 1011 (ID, OR, NV, UT, AZ, TX, NC, DE, and CT only)
249	221153347	YVES	WANTOU DEUGOUE	RCM35290	Pharmacy Counseling - POM 1011 (ID, OR, NV, UT, AZ, TX, NC, DE, and CT only) (1.0)
250	221153347	YVES	WANTOU DEUGOUE	RCMH534592	HIPAA Health & Wellness Your Role
251	221153347	YVES	WANTOU DEUGOUE	RCMH534592	HIPAA Health & Wellness Your Role (1.2)
252	221153347	YVES	WANTOU DEUGOUE	VER12361	Spill Cleanup 1

Wantou, Yves - Training (GLMS)

	F	G	H	I	J	K	L
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213	No	Course		completed	1546	2015-03-26 21:11:57.000	2016-03-27 18:24:49.000
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215	Yes	Course	100	completed	122	2015-03-29 00:32:07.000	2015-03-29 00:34:17.000
216	Yes	Versional		completed		2016-03-26 23:28:26.000	2016-03-27 17:28:55.000
217	No	Course		completed	3448	2016-03-26 23:28:26.000	2016-03-27 17:28:55.000
218	Yes	Versional		completed		2015-03-27 17:34:36.000	2015-03-27 17:51:34.000
219	Yes	Versional		completed		2016-01-03 22:14:59.000	2016-01-03 22:33:47.000
220	Yes	Course		completed	1001	2015-03-27 17:34:36.000	2015-03-27 17:51:34.000
221	Yes	Course		completed	1115	2016-01-03 22:14:59.000	2016-01-03 22:33:47.000
222	Yes	Versional		completed		2015-03-27 17:15:48.000	2015-03-27 17:33:21.000
223	Yes	Versional		completed		2016-01-03 21:40:45.000	2016-01-03 22:14:08.000
224	Yes	Course		completed	1036	2015-03-27 17:15:48.000	2015-03-27 17:33:21.000
225	Yes	Course		completed	1970	2016-01-03 21:40:45.000	2016-01-03 22:14:08.000
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227	Yes	Versional		completed		2016-01-03 22:34:30.000	2016-01-03 22:49:25.000
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229	Yes	Course		completed	887	2016-01-03 22:34:30.000	2016-01-03 22:49:25.000
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231	Yes	Versional		completed		2016-01-03 22:50:07.000	2016-01-03 23:44:17.000
232	Yes	Course		completed	2554	2015-03-27 16:31:22.000	2015-03-27 17:14:11.000
233	Yes	Course		completed	3243	2016-01-03 22:50:07.000	2016-01-03 23:44:17.000
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235	No	Course	100	completed	888	2015-10-18 20:42:33.000	2015-10-18 20:59:27.000
236	Yes	Versional	100	completed		2015-10-18 20:59:50.000	2015-10-18 21:35:04.000
237	Yes	Course	100	completed	845	2015-10-18 20:59:50.000	2015-10-18 21:35:04.000
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239	No	Course	100	completed	3213	2016-03-11 21:05:14.000	2016-03-11 21:59:49.000
240	Yes	Versional	0	completed		2015-03-27 00:59:59.000	2015-03-27 01:13:31.000
241	No	Course	0	completed	771	2015-03-27 00:59:59.000	2015-03-27 01:13:31.000
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243	No	Quick Assessment	80	passed	255	2015-03-27 00:52:32.000	2015-03-27 00:57:15.000
244	Yes	Versional		completed		2015-03-27 15:20:10.000	2015-03-27 15:24:19.000
245	No	Document		completed	250	2015-03-27 15:20:10.000	2015-03-27 15:24:19.000
246	Yes	Versional		completed		2015-03-27 15:37:06.000	2015-03-27 15:44:23.000
247	No	Document		completed	438	2015-03-27 15:37:06.000	2015-03-27 15:44:23.000
248	Yes	Versional		completed		2015-03-27 15:25:18.000	2015-03-27 15:35:58.000
249	No	Document		completed	640	2015-03-27 15:25:18.000	2015-03-27 15:35:58.000
250	Yes	Versional		completed		2015-03-26 22:10:13.000	2015-03-26 22:32:17.000
251	Yes	Course		completed	1260	2015-03-26 22:10:13.000	2015-03-26 22:32:17.000
252	Yes	Versional	100	completed		2015-03-29 03:21:28.000	2015-03-29 03:48:54.000

Wantou, Yves - Training (GLMs)

	A	B	C	D	E
253	221153347	YVES	WANTOU DEUGOUE	VER12362	Hazardous Waste 1
254	221153347	YVES	WANTOU DEUGOUE	VerRCALL31560	Hazardous Waste Refresher



Wantou, Yves - Training (GLMs)

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253	Yes	Versional	90	completed		2015-03-30 01:50:06.000	2015-03-30 02:10:18.000
254	Yes	Versional		completed		2016-03-27 17:29:58.000	2016-03-27 18:24:49.000

The background of the slide features a light blue gradient with a pattern of white speech bubbles. A large, stylized world map composed of blue dots is centered behind a circular compass rose. The compass rose has a white border and a blue center with a starburst. The cardinal directions are labeled: N (North), S (South), E (East), and W (West). The intercardinal directions are labeled: NE (Northeast), SE (Southeast), SW (Southwest), and NW (Northwest).

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# Global Statement of Ethics

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Defendant's  
EX 10  
5:17-CV-00018-RWS-CMC

WM/YW 000803

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# A message from our Chief Executive Officer

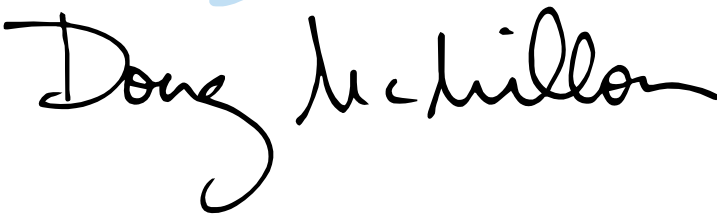
Doug McMillon, CEO

**O**ur unique culture drives our purpose of saving people money so they can live better, and the foundation of our culture is a commitment to operating with integrity. Even as we change to meet the needs of our customers, Walmart will stay true to the values, beliefs and behaviors that have guided us over the last 50 years.

Regardless of where each of us works in our global company, this Statement of Ethics is the guide to exemplifying integrity as a Walmart associate. It's a daily resource for making honest, fair and objective decisions while operating in compliance with all laws and our policies. This Statement of Ethics applies to me, the board of directors and all associates at every level of our organization.

Through your ethical behavior and willingness to speak up for the highest standards, we earn and keep the trust of our customers, each other and our local communities. We believe in everyday low cost and everyday low prices, but only if accomplished through our everyday integrity.

Thank you for your commitment to our Statement of Ethics. It means more than making ethical decisions; it demonstrates you care about Walmart, our reputation and our customers.

A large, stylized handwritten signature of Doug McMillon in black ink. The signature is written in a cursive, flowing style.

Doug McMillon  
President and CEO  
Wal-Mart Stores, Inc.

# Using the Statement of Ethics

Our Statement of Ethics will introduce you to the behaviors and conduct that create an honest, fair and objective workplace while operating in compliance with all laws and our policies. It will help you recognize situations that might come up on your job which could be a violation of our company ethics. You'll also learn what to do if you have questions about what is considered ethical conduct.

## How the Statement of Ethics is Organized

- Inside the front cover, Doug McMillon, our President and CEO, points out how important it is for all of us to follow our Statement of Ethics and to report anything we feel might be a violation of those ethics.
- The next page features Our Beliefs. These are Walmart's fundamental beliefs for all conduct, including acting with integrity.
- The Introduction section explains it's everyone's responsibility to comply with our Statement of Ethics and to report what you feel might be a violation of policy or law.
- The section Raising Concerns & Speaking Up tells you how to request an opinion before you take action and how to report what you think might be a violation of ethics, including how to make a report in private without giving your name.
- This guide gives you an overview of many, but not all, Walmart policies. Some commonly asked questions are included to help explain the policies better. There also are examples of how this Statement of Ethics and other Walmart policies apply in all countries.

## Walmart Policies & Local Laws

Walmart publishes several global policies, which are designed to give associates guidance that is the same for all locations. This Statement of Ethics is an example of a global policy. In addition, each business unit Walmart operates is expected to have a complete set of policies providing guidance to associates for the country in which they are working. Because these policies may vary by business unit or market, they are not linked to this Statement of Ethics. It's our responsibility to know all of the policies that might apply to our areas of the business. If you're not sure about the policies in your area, please talk to your manager, the Legal Department or Global Ethics.

Walmart conducts business in many countries around the world. Our associates are citizens of many countries. As a result, our operations are subject to many different laws, customs and cultures. Our operations must comply with all applicable local laws and regulations in addition to this Statement of Ethics. In some instances, the laws of two or more countries may conflict, or a local law may conflict with the Statement of Ethics. When you encounter a conflict, contact Global Ethics for guidance on how to apply the Statement of Ethics in your country.



To ask a question or report a violation, contact Walmart Global Ethics at [www.walmartethics.com](http://www.walmartethics.com) or call 1-800-WM-ETHIC in the U.S., Puerto Rico and Canada. For other locations, consult the back of this Statement of Ethics. Walmart **strictly forbids retaliation** against any associate who reports a concern. Reports can be made anonymously and will be treated as confidential by Walmart.

## Our Beliefs



Since Sam Walton founded our company it always has been a values-based, ethically led organization. Our beliefs are the values that guide our decisions and our leadership.

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### Respect for the Individual

We value every associate, own the work we do, and communicate by listening and sharing ideas.

### Service to our Customers

We're here to serve customers, support each other, and give to our local communities.

### Striving for Excellence

We work as a team and model positive examples while we innovate and improve every day.

### Act with Integrity

We act with the highest level of integrity by being honest, fair and objective, while operating in compliance with all laws and our policies.

## Vision Statement

The vision of Global Ethics is to promote ownership of Walmart's ethical culture to all stakeholders globally.

### Are you making the right decisions?

When faced with making any decision, you should ask yourself the following questions:

- Is it consistent with Our Beliefs?
- Would I want others to know about it?

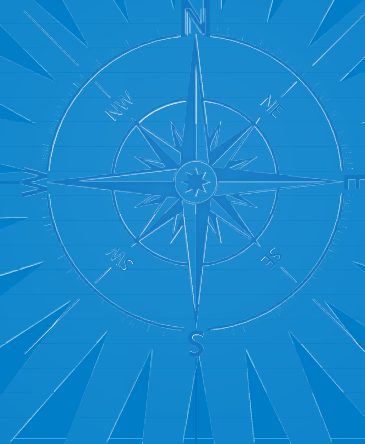
If the answer to either question is no consider whether your potential action complies with our Statement of Ethics. If it does not, identify a better plan of action. If you are unsure about a decision, talk to your manager or contact Global Ethics.



# Introduction

“Personal and moral integrity is one of our basic fundamentals and it has to start with each of us.”

Sam Walton,  
Founder



## Who is Covered by the Statement of Ethics?

### Associates and Directors

Our Statement of Ethics applies to all associates at all levels of the organization worldwide and all members of the board of directors of Wal-Mart Stores, Inc. It also applies to all associates and directors of Walmart-controlled subsidiaries.

### Third Parties

Walmart expects all suppliers, consultants, law firms, public relations firms, contractors and other service providers to act ethically and in a manner consistent with this Statement of Ethics. If you hire a third party, you should take reasonable steps to ensure the third party is aware of this Statement of Ethics, has a reputation for integrity and acts in a responsible manner consistent with our standards.

## Associate Responsibilities

Every Walmart associate has responsibility to:

- Follow the law at all times. If you see any associate violating the law, or if you're asked to do something you believe may violate the law, discuss it immediately with your manager or Global Ethics.

- Read and understand Our Beliefs and use them in your job every day.
- Learn the policies that apply to your job. No one expects you to memorize every policy, but it's good to have a basic understanding of the issues covered by each policy.
- Ask for help from your manager, Global Ethics or other Walmart resources when you have questions about the application of this Statement of Ethics or other policies.
- Immediately raise any concern you or others may have about possible requests or acts that may be a violation of this Statement of Ethics or a Walmart policy.
- Raise any ethics concerns with a manager or by contacting Global Ethics. If you raise an ethics concern through a manager and the issue is not resolved, raise it through a different manager or contact Global Ethics. The various ways to raise concerns are described in more detail later in this guide.
- Cooperate with Walmart's investigations and report all information truthfully.



## Additional Responsibilities for Management

All management associates are responsible for creating an environment that encourages compliance with our Statement of Ethics. Supervision of responsible business practices is as important as supervision of performance. To help us maintain the highest ethics, you should:

- Contact Global Ethics if you are made aware of an ethics issue covered by the Immediately Reportable Criteria on page 9 or for assistance handling an ethics question or concern.
  - Meet with your direct reports periodically to review Our Beliefs and our Statement of Ethics.
  - If there is a conflict between our ethics and business objectives, ensure our ethics always come first.
  - Lead by example and encourage your associates to act with integrity in all dealings to avoid even the appearance of a violation of our ethical standards.
  - If an ethics issue arises with one of your associates, make sure other associates in your area are not making the same mistake.
  - Ensure open communication by encouraging associates in your department or division to ask questions concerning our Statement of Ethics.
  - Never cover up or ignore any ethical conduct problem. Address the matter timely and seek guidance if necessary.
  - Appreciate associates who raise issues.
- Never retaliate against anyone for raising an ethics issue, assisting in an investigation or participating in any proceeding relating to an alleged violation of any government regulation, law or rule or alleged fraud against shareholders.
  - Once an ethical concern is raised, do not interfere with any investigation into the matter.
  - Encourage self-reporting of business conduct violations. If an associate voluntarily reports he or she was involved in an ethics violation, self-reporting may be considered when determining the appropriate disciplinary action to be taken.

## Discipline for Violations

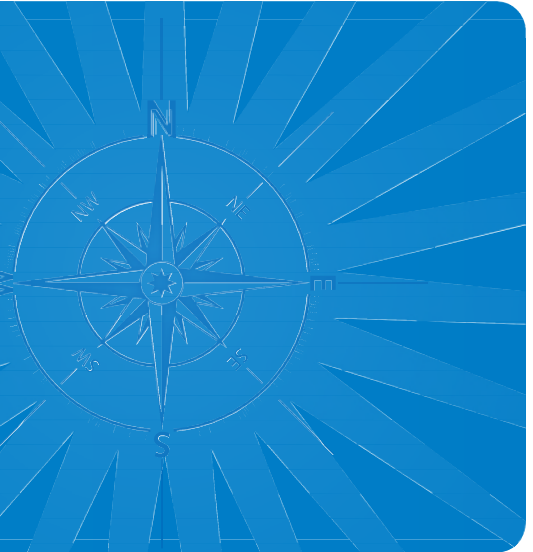
Appropriate disciplinary action, up to and including termination, may be taken against any associate who violates our Statement of Ethics, or applicable laws, regulations or policies.



# Raising Concerns & Speaking Up

**“Don’t compromise your reputation. It’s a precious commodity. Don’t compromise your integrity... have a good name.”**

Sam Walton,  
Founder



All of us should constantly strive to maintain a work environment that encourages associates to raise concerns about possible violations of our Statement of Ethics. Often we hear stories of other companies where employees were aware of problems, but did not feel comfortable coming forward. No one should ever feel that way at Walmart. Please report possible ethics issues immediately so they can be resolved before more serious consequences develop. Walmart prohibits retaliation against any associate who raises a concern.

## Ethics Opinions

In the normal course of business, you might have a situation in which you’re not sure if your conduct violates the Statement of Ethics or not. When you have an ethics question, you are encouraged to contact Global Ethics for a verbal or written opinion before you take action.



Opinion requests may be submitted to Global Ethics under the “Ask a Question” option at [www.walmartethics.com](http://www.walmartethics.com).

## What Happens When an Ethics Concern is Raised?

Walmart takes all reported concerns seriously. We confidentially investigate ethics allegations to determine if any law, policy or the Statement of Ethics has been violated. Walmart has a compelling interest in protecting the integrity of every investigation, including protecting reporters and witnesses from harassment, intimidation and retaliation; keeping evidence from being destroyed; ensuring testimony is honest and identifying and addressing root causes. If you report a violation, Global Ethics will make every effort to keep your identity private and to secure any data relating to the investigation. Also, Global Ethics may reasonably impose a requirement that witnesses must maintain a particular investigation and their role in it in strict confidence. In such cases, you must maintain confidentiality and not discuss your report or the investigative process with others. Global Ethics does not generally disclose investigation details, but you will be informed of the status of the investigation.

## Non-Retaliation

Associates who come forward with concerns play an important role in maintaining a healthy, respectful and productive workplace, as well as protecting our stakeholders. These associates help our company address problems early — before more serious consequences develop. It's important for each of us to create a work environment where everyone can raise concerns of ethics issues without fear of retaliation.

Retaliation against associates who raise concerns or questions about misconduct will not be tolerated. Concerns should be raised in good faith, which means you have made a genuine attempt to provide honest and accurate information, even if you are later proven to have been mistaken. Walmart reserves the right to discipline anyone who knowingly makes a false accusation or has acted improperly. However, if an associate voluntarily reports they were involved in a violation, self-reporting may be considered when determining the appropriate disciplinary action to be taken.

Walmart will not terminate, demote or otherwise discriminate against associates for raising concerns. Also, it is important for co-workers not to isolate associates who have raised concerns — such associates should be treated with respect. Any change in treatment toward an associate who has raised a concern could be seen as a form of retaliation.

Walmart has an established process to deal with retaliation issues. Associates who believe they have experienced retaliation after raising an ethics concern should report the issue to their manager or Global Ethics.

## How to Raise a Concern

Walmart provides a variety of resources for you to raise a question or concern. Depending on the nature of the concern, it may be easiest to talk directly to the person responsible about your concern, providing the person with an opportunity to clarify the issue. If you don't feel comfortable talking to the person responsible, you should consult one of the resources listed below. Self-reporting is encouraged and may be taken into consideration in determining appropriate disciplinary action.

## Use the Open Door Communications process

The Open Door Communications process is the most direct way to voice any concern to a manager. If you believe your immediate manager is involved in the problem, discuss the issue with the next level of management who is not involved, use the Open Door Helpline (1-800-530-9929) or use one of the other resources described below.



## Contact Global Ethics

Walmart has a Global Ethics Helpline, which is available to associates around the world 24 hours a day, seven days a week, and is equipped to handle most local languages. The helpline is staffed by an organization not affiliated with Walmart, and to the extent possible (and in conformity with local regulations), callers may remain anonymous. In all cases, associate privacy will be respected to the fullest extent possible under the law. The operator will relay the information to Global Ethics and will provide the associate with a case number and callback date if desired. Contact information for Global Ethics is provided below. The Immediately Reportable Criteria outlined on page 9 must be reported through these channels. Country-specific contact information is listed at the back of this document.

## Global Ethics Contact Information

### Phone

U.S.A., Puerto Rico and Canada:  
1-800-WM-ETHIC  
[1-800-963-8442]

Specific phone numbers for all countries are listed at the back of this document.

### Mail

Wal-Mart Stores, Inc.  
Attn: Global Ethics  
702 SW 8th Street  
Bentonville, AR  
72716-0860

### Internet

walmartethics.com

## Immediately Reportable Criteria

Associates may raise concerns regarding conduct that may violate the Global Statement of Ethics through the various channels listed in the Raising Concerns & Speaking Up section. However, there are certain types of allegations that must immediately be reported to Global Ethics. They are:

### Bribery

- Providing, offering, promising, requesting, or receiving any improper or unearned benefit
- Any violation of the company's Global Anti-Corruption Policy or related procedures
- All suspected violations of anti-bribery laws should also be reported, including any violations of the anti-bribery restrictions in the U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act.

### Officer Misconduct

- Violations of the Global Statement of Ethics by company officers or direct reports to any company CEO

### Fraud or Theft Greater Than \$100,000 and Involving an Associate

### Incorrect Records and Accounts

- Interfering with audits or internal controls, falsifying, misrepresenting, or destroying financial records, reports, or data, or improperly concealing, altering, or manipulating financial records, reports, or data

### Information System Hacking

- Any conduct involving an associate maliciously gaining unauthorized access to company information systems

### Global Corporate Brand Reputation Risks

- Threats to human life, slave or forced labor, human trafficking, or child labor
- Serious criminal misconduct, such as:
  - Bid rigging, price fixing, market or customer division or allocation, or other anti-competitive collusion
  - Insider trading
  - Trade sanctions and export regulation violations
  - Money laundering

## Waivers

Any associate can request a waiver of the applicability of this Statement of Ethics. All requests must be submitted in writing to Global Ethics by the associate and must contain the relevant details and facts supporting the requested waiver. Global Ethics will respond in writing to the associate. Where required by law for certain executive officers or board of directors members, requests for waivers will be considered by the audit committee or the full board of directors and approval of such waivers will be promptly disclosed to shareholders.

All waiver requests must be approved in advance of the conduct for which approval is sought.



## Non-Retaliation

**Q** I reported an allegation six months ago. Ever since, my manager has stopped including me in several meetings. Is this retaliation?

**A** Significant changes in how you're treated may be retaliation. If your manager treats you differently after reporting an allegation, you should raise your concern to management through the Open Door process or by contacting Global Ethics.

**Q** One of my associates called the Helpline and made a false claim against me. I think she did it to hurt my career. Can I give her a lower rating on her evaluation since she is obviously trying to spread lies about me?

**A** We should believe associates who report concerns do so in good faith. Taking action against an associate because the associate reported a concern is retaliation and may result in disciplinary action for you as a manager. Retaliation will not be tolerated at Walmart. It prevents an open reporting environment and encourages a culture of fear.

**Q** Is protection from retaliation only available if I report my concerns through the Helpline?

**A** Retaliation is unacceptable no matter how you report your concern whether through management, Human Resources or Global Ethics. If you believe you have been retaliated against, report your concern to management through the Open Door process or contact Global Ethics.

## Leading with Integrity in Our Workplace

**“You can overcome almost anything, but you cannot overcome a lack of integrity.”**

Lee Scott,  
Former President and CEO,  
Wal-Mart Stores, Inc.

### Alcohol & Drug Free Workplace

Walmart is committed to a safe and healthy workplace for everyone. The possession, solicitation or use of illegal drugs, or being under the influence of such drugs while at work, is

*Walmart strictly forbids improper use of drugs and alcohol.*

prohibited and will not be tolerated. Walmart strictly forbids improper use of drugs and alcohol. All associates should ensure their performance and judgment are unimpaired by alcohol consumption during work hours. Associates should not report to work under the influence of alcohol nor should they consume alcohol on company property. In some instances, associates of the legal drinking age may consume alcoholic beverages at company-sponsored events if the consumption of alcohol is approved in advance by the country president or the corporate executive vice president for the business unit sponsoring the event. Walmart will take customary practices into consideration in countries where a moderate consumption of alcohol with a business meal is common.

### Discrimination & Harassment Prevention

One of the basic beliefs upon which Sam Walton founded our company is “respect for the individual.” Each of us is responsible for creating a culture of trust and respect that promotes a positive work environment. This means treating one another with fairness and courtesy in all of our interactions in the workplace. We are committed to maintaining a diverse workforce and an inclusive work environment. Walmart prohibits discrimination in employment, employment-related decisions or in business dealings on the basis of an individual’s race, color, ancestry, age, sex, sexual orientation, religion, disability, ethnicity, national origin, veteran status, marital status, pregnancy or any other status protected by law or local policy. We should provide an environment free of discrimination to our associates, customers, members and suppliers.

*We believe in a positive, respectful work environment for all associates.*



*Harassment in the workplace is prohibited regardless of whether it is welcome or unwelcome.*

We believe in treating each other with respect, whether it's a co-worker, supplier, customer or anyone doing business with us.

Harassment is conduct which inappropriately or unreasonably interferes with work performance, diminishes the dignity of any person or creates an intimidating, hostile or otherwise offensive work environment based on an individual's legally protected status. Verbal, visual, or physical conduct of a sexual nature is not acceptable in the workplace and may be determined to be sexual harassment. Examples include:

- Sexual advances, requests for sexual favors, sexually explicit language, off-color jokes, remarks about a person's body or sexual activities
- Displaying sexually suggestive pictures or objects, suggestive looks, leering or suggestive communication in any form
- Inappropriate touching, both welcome and unwelcome

We also prohibit other forms of harassment based on an individual's legally protected status, such as:

- Using slurs or negative stereotyping
- Verbal kidding, teasing or joking
- Intimidating acts, such as bullying or threatening
- Any other conduct that shows hostility toward, disrespect for or mistreatment of an individual based on the individual's legally protected status

Harassing conduct in the workplace, such as that described above, is prohibited regardless of whether it is welcome or unwelcome and regardless of whether the individuals involved are of the same or different sex, sexual orientation, race or other status. Again, Walmart prohibits retaliation and will not terminate, demote or otherwise discriminate against associates for reporting concerns.

## Inappropriate Conduct

We believe in maintaining a working environment free of inappropriate conduct such as obscene, profane, gross, violent, discriminatory, bullying or similarly offensive language, gestures or conduct. Walmart will not tolerate such conduct, which violates our belief of respect for the individual.

While posting information online can be a great way to connect with others, always conduct yourself online in a manner that is consistent with Walmart's ethics and Our Beliefs. Inappropriate conduct of the type described here is strictly prohibited, even if it occurs online.



## Wage & Hour

We are committed to complying fully with all applicable laws and regulations dealing with wage and hour issues, including off-the-clock work, rest breaks, meal periods and days of rest, overtime pay, termination pay, minimum-wage requirements, wages and hours of minors and other subjects related to wage and hour practices. As Walmart associates, we must:

- Comply fully with all corporate policies and procedures related to wage and hour issues
- Comply fully with all applicable laws and regulations pertaining to wage and hour issues
- Report any violations of wage and hour laws or policies through the Open Door Communication process or by contacting Global Ethics

It is a violation of law and Walmart policy for you to work without compensation or for a supervisor (hourly or salaried) to request you work without compensation. You should never perform any work for Walmart without compensation.





## Conflict of Interest

### General

We have a responsibility to all our stakeholders to make decisions strictly on the basis of Walmart's interests, without regard to personal gain. A conflict of interest can arise when our judgment could be influenced, or might appear as being influenced, by the possibility of personal benefit. Even if it's not intentional, the appearance of a conflict may be just as damaging to your reputation, and Walmart's reputation, as an actual conflict. We should always be on the lookout for situations that may create a conflict of interest and do everything we can to avoid them.

It's your responsibility to tell your manager about any situation you think creates, or could create, a conflict of interest. Managers are encouraged to bring such matters to the attention of Global Ethics for advice. You also may contact Global Ethics with any question you have.

Conflict of interest situations can come up in various ways. The following sections outline some of the possibilities.

### Financial Investments

You have a responsibility to make sure your personal financial activities do not conflict with your responsibilities to the company. A financial conflict of interest can arise when your judgment could be influenced, or might appear as being influenced, by the possibility of personal financial gain.

Examples of conflicting financial investments are:

- Financial interest in a supplier of Walmart, if you have direct or indirect involvement in our business with that supplier
- Receiving personal compensation from a supplier, if you have direct or indirect involvement in our business with that supplier
- Using confidential company information for personal gain

Additionally, ownership of stock in a competitor with a market value in excess of U.S. \$20,000 (or equivalent local currency amount) must be disclosed in writing to Global Ethics. Global Ethics will determine whether or not a conflict or a potential conflict exists and how it should be handled.

### Outside Employment

Associates should avoid employment or outside interests that may create, or give the appearance of creating, a conflict of interest. For example, management associates working for a competitor is deemed to be a conflict. Hourly associates should check with their managers before accepting employment with a competitor to determine if a conflict exists. Factors for consideration include similarity of position and job responsibilities. Similarly, associates may not work for a supplier if they have any influence (either direct or indirect) over the supplier's product or the supplier's business with Walmart.

Associates may operate and work in a side business as long as it does not create a conflict of interest with their work at Walmart. This means the side business cannot interfere with your responsibilities as a Walmart associate, be similar in nature to your role as an associate, benefit from the use of Walmart assets, supply products to Walmart or reflect negatively on Walmart.

If you have a question about whether outside employment is a potential conflict, contact your manager or Global Ethics.

### Former Employment

A conflict of interest may exist if a former associate is calling on Walmart in an area in which the associate worked or had influence while employed at Walmart. If the former associate was a Walmart officer, a conflict may exist regardless of the area in which the officer worked.

When a former associate takes a position with or on behalf of a supplier, Walmart will not do business with that associate for a period of one year following his or her separation if the former associate is dealing with a business area in which he or she worked or had business influence. Walmart will not do business with former officers for a period of one year regardless of the area in which the former officer worked. Global Ethics may, in partnership with senior business leadership, determine a different time period is reasonably warranted under the circumstances. All conflict determinations must be submitted to Global Ethics in advance for a written opinion.

Associates should not have social or other relationships with suppliers if the relationship would give the perception a business influence is being exerted. We believe in basing our relationships with suppliers on efficient, fair and lawful business practices. The selection of suppliers must be made on the basis of objective criteria, including integrity, quality, price, delivery, adherence to schedules, product suitability, maintenance of adequate sources of supply and Walmart's

Accepting gifts and entertainment can cause a conflict, or the appearance of a conflict, between personal interests and professional responsibility. Walmart's culture is to never accept gifts or entertainment from any supplier, potential supplier, government agent or other third party the associate has reason to believe may be seeking to influence business decisions or transactions. Associates also may not accept a gift or gratuity from a customer for work performed by the associate in a Walmart facility, except as required by local or national policy.

When you are establishing a new business relationship, make sure all parties are aware of our policy regarding gifts and entertainment. In some countries where gift giving is a custom or tradition, you should politely explain this policy to your customers and suppliers, especially prior to holiday gift-giving periods, to establish expectations.





## ASK YOURSELF...

*Would this business offer me this gift or gratuity if I wasn't employed by Walmart?*

You always should be aware of how the act of accepting a gift or gratuity might be perceived by the public, by other suppliers or by other associates. When dealing with external businesses, you should ask yourself, "Would this business offer me this gift or gratuity if I wasn't employed by Walmart?" If the answer is "no" or is unclear, you should not accept it.

Occasionally, there may be times when returning a gift would be impractical or embarrassing. In those rare instances, the gift should be managed in a fair and objective manner that does not benefit you personally, such as donating it to charity. You should immediately tell your manager or Global Ethics about any gift you've been offered or received if you feel that gift might be a violation of our policy. If you have any questions about gifts and entertainment, you should seek assistance from your manager or Global Ethics.

### Personal Relationships with Other Associates

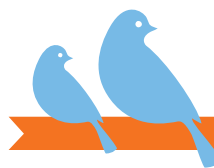
At Walmart, we want to maintain a work environment in which associates can perform effectively and achieve their full potential. We all are responsible for creating a climate of trust and respect and for promoting a productive work environment.

A conflict of interest exists when you manage someone with whom you have a family, romantic or dating relationship. A family relationship includes the following relatives by birth, adoption, marriage, domestic partnership or civil union: your spouse, children, parents, siblings, grandparents or grandchildren, as well as anyone who currently is a member of your household, whether or not you are related. It also may include other close personal relationships such as godparents. Even if you're acting properly, your relationship will likely be seen as influencing your judgment. This can damage morale and disrupt workplace productivity. Therefore, you may not directly or indirectly supervise any family members or any

associate with whom you have a close personal relationship, date or are romantically involved. This includes situations in which you may be able to influence that associate's terms and conditions of employment or that associate may be able to influence the terms and conditions of your employment.

Walmart strives to eliminate personal relationships that interfere with work performance or which may constitute harassment.

You should ask for guidance from your manager or contact Global Ethics whenever an issue comes up regarding a personal relationship.



*At Walmart, we want to maintain a work environment in which associates can perform effectively and achieve their full potential.*

### Walmart Assets

We have a responsibility to our shareholders to use Walmart property and assets for Walmart business and not allow them to be used for any type of personal gain. You're responsible for maintaining Walmart property under your control and should take reasonable steps to protect it from theft, misuse, loss, damage or sabotage. Where permitted by law, associates have no expectation of privacy as to the use of Walmart communication tools (such as email or voice mail). Walmart has the right to and does monitor communications tools, including the content and usage of such tools.



## Alcohol & Drug Free Workplace

**Q** I was asked to take a drug test before accepting a promotion into management. Is this standard?

**A** Where permitted by law, job applicants may be drug screened as part of the post-offer hiring process or prior to accepting a promotion into management. Any applicant who tests positive for illegal drug use will not be hired or promoted, and may be terminated. In addition, Walmart may require you to submit to drug testing, where permitted by law following certain on-the-job injuries or if there is reasonable basis to suspect you're under the influence of drugs.

**Q** Is there somewhere I can go for help if I have a drug or alcohol problem?

**A** Walmart operations in some countries provide counseling services. Please contact your manager through the Open Door process, your Human Resources manager or your local substance abuse counseling center for help.

**Q** I'm attending a Walmart - sponsored group meeting where alcohol will be served. May I drink alcohol while there?

**A** With prior approval from the market country president or corporate executive officer of the business unit sponsoring the event, alcohol may be served at some company-sponsored events. Associates of legal drinking age may consume alcohol at these events.

## Discrimination and Harassment Prevention

**Q** In the break room, another associate called me a disrespectful name associated with my nationality. What should I do?

**A** Immediately report the incident to management through the Open Door process or contact Global Ethics.

**Q** A department manager regularly comments about how attractive I am, which makes me feel uncomfortable. What should I do?

**A** We encourage you to tell the person to stop. If you're not comfortable talking to the person or the activity does not stop, immediately report the issue to management through the Open Door process or contact Global Ethics.

**Q** Is my desk calendar with occasional stereotypical and sexual jokes appropriate in the workplace?

**A** No. It could be offensive to someone else in the workplace. If you're in any doubt, remove the item from the workplace.

**Q** An associate used a word in a meeting that is offensive to me. What should I do?

**A** Speak up and tell the person if you feel comfortable. Some words are universally offensive but some are not. The associate might not know the word could be offensive to someone else. You also can exercise the Open Door process or contact Global Ethics.

## Inappropriate Conduct

**Q** A customer continues to call me bad names while in my checkout line. What should I do?

**A** Contact a member of management or Asset Protection in your store.

## Wage and Hour

**Q** My manager asks me to gather carts each evening on my way out to my car. Is this acceptable?

**A** No. You should tell your manager you have already clocked out and it is a violation of company policy for you to work off-the-clock. You also should report the issue to management through the Open Door process or contact Global Ethics.

## Conflict of Interest

**Q** I've recently invested \$10,000 in my bank's mutual fund program. The fund may invest some of the money in either competitor or supplier stock. Is this a violation?

**A** If you have no direct control over the investment strategy, it's not a violation.

**Q** Someone told me I cannot own stock in a supplier. Is this correct?

**A** Maybe. The restriction is that you may not have any direct financial interest in a supplier whose business you have direct or indirect influence over in your position at Walmart. There are no restrictions against financial interests in suppliers whose business you do not influence.

**Q** I recently joined Walmart and I own more than \$20,000 (or local currency equivalent) of stock in a key competitor. Must I sell this stock?

**A** You should disclose the information to your manager and Global Ethics. Global Ethics will advise you regarding any potential conflict of interest.

**Q** There's a contracting company I do business with as part of my position with Walmart. They have asked me if I know of an engineer they could hire. My son is qualified and would like to work for this company. May I refer my son for the position?

**A** No. Even though the contracting company sought your recommendation, it may appear that you are using your position with Walmart to get your son a job. That would be a conflict of interest that could compromise your reputation as a representative of Walmart.

**Q** My neighbor is one of my suppliers. He invited my family and me to a neighborhood party. Would it be a conflict of interest if we went to the party?

**A** It is not a violation to attend as long as the party is open to the neighborhood and you're invited because you're a neighbor, not because of your position with Walmart. Remember to ask yourself: if another supplier or other associates knew of this situation, would it appear you are giving preferential treatment to your neighbor as a supplier, or that the supplier is trying to influence you?

**Q** Our market electronics team is attending a training session hosted by a supplier to learn about a new item the supplier is launching. The supplier said we will each get a free t-shirt for attending the training. Can we accept the t-shirts?

**A** Because the t-shirts are coming from the supplier and are not related to the product or gaining an understanding of the product, the team should not accept the t-shirts. Politely decline the t-shirts and explain our standard on gifts and entertainment to the supplier.

**Q** I have been requested to speak on a panel at an event sponsored by a supplier. The supplier has offered to pay for all expenses incurred for all speakers. Is it appropriate for the supplier to cover my expenses?

**A** No. Due to our business relationship with the supplier, Walmart should incur the costs associated with the event.

**Q** I work in Financial Services, and I received a birthday gift from a close personal friend who happens to be employed by a Walmart toy supplier. Can I accept the gift?

**A** In your role, you have no direct or indirect influence over the business relationship with the supplier, so it would not be a violation to accept the gift from your friend.

**Q** In my market, it is a cultural custom for suppliers to offer beverages, such as coffee, tea or soft drinks, and other small snacks during business meetings at their facilities. Can I accept these refreshments?

**A** You may accept customary refreshments such as a coffee, soft drink or small snack. However, you should not accept food and beverages that would be considered a meal.

**Q** A supplier I work with has offered me two tickets to the World Cup if I pay face value for them. Can I buy the tickets?

**A** No. Although you may be paying face value for the tickets, it may not reflect the market value of the item. Some areas allow you to resell tickets, and you might be able to make a profit if you sold them. Also, this can be considered a gift of prestige, as having the opportunity to attend a coveted event such as the World Cup is not readily available to everyone.

## Walmart Assets

**Q** I have to travel often for my job. Can I use my company laptop to check my bank account online while I am traveling?

**A** Yes, as long as it does not interfere with your work performance.

**Q** My manager told me when I travel with my laptop I should carry it on the plane with me. Is this really necessary?

**A** Yes. When traveling with a company-issued laptop, you must carry it on the plane with you. It may not be checked with your baggage. It is necessary to protect the laptop and the information contained on it from theft, loss, misuse or damage.



## Leading with Integrity in Our Marketplace

“...Acting with integrity, it’s the foundation of Walmart. It’s how our company was created. It’s the expectation — the absolute.”

Mike Duke,  
Former President and CEO,  
Wal-Mart Stores, Inc.

### Fair Competition & Fair Dealing

We are committed to complying with all competition, fair dealing and antitrust laws applicable to our global businesses. These laws help protect competition to enable open markets and enhance productivity, innovation and value for customers. Our policies and actions demonstrate our interest to encourage competition by complying with all applicable competition and antitrust laws, as well as engaging in truthful and accurate sales and marketing practices. In doing so, we will thrive as a company and continue to help our customers around the world save money and live better. For specific information on applicable laws or to seek advice, contact the Legal Department.

### Intentional Dishonesty

Striving for excellence means operating our business with high integrity and never conducting or participating in deceptive, dishonest or fraudulent activities. These activities are not only unethical, but may also be a violation of law. You should manage your particular area of business with as much transparency as possible. You should also encourage a work environment that supports the contributions of your associates and is based on our company’s ethical values and Our Beliefs. Acts of fraud or dishonesty are more likely to occur in environments with insufficient controls or unrealistic expectations. To maintain excellence in our operations, encourage transparency, honesty and realistic expectations.



To ask a question or report a violation, contact Walmart Global Ethics at [www.walmartethics.com](http://www.walmartethics.com) or call 1-800-WM-ETHIC in the U.S., Puerto Rico and Canada. For other locations, consult the back of this Statement of Ethics. Walmart **strictly forbids retaliation** against any associate who reports a concern. Reports can be made anonymously and will be treated as confidential by Walmart.



## Financial Integrity & Accounting Irregularities

Walmart requires honest and accurate recording and reporting of financial information to make responsible business decisions. All financial books, records and accounts must accurately reflect financial transactions and events. They must conform to generally accepted accounting principles and to Walmart's system of internal controls. No Walmart document or record may be falsified for any reason. No undisclosed or unrecorded accounts of Walmart's funds or assets may be established for any purpose.

## Insider Trading

It is illegal to buy or sell stock or other securities on the basis of material, non-public information or inside information. Inside information is any material, non-public information a reasonable investor is likely to consider important when making an investment decision. Some common examples include periodic sales or earnings information for Walmart U.S., Walmart international or the total company prior to the public release of such information, projections of future earnings or loss or news of a significant event such as a pending merger, a change in operations structure or a change in executive management.

It also is illegal to communicate or tip inside information to others so they can buy or sell stock or other securities on the basis of such information. If you are aware of inside information about Walmart or any other company, including our suppliers or business partners, you are prohibited from trading directly or indirectly or tipping others to trade in stock or other securities of that company. These same restrictions apply to any person living in your household or who is financially dependent upon you, as well as to any entity or securities account you may control. As Walmart associates, we all must remember to:

- Never buy or sell stock or other securities of any company while you have inside information about that company.
- Never recommend anyone buy or sell stock or other securities of any company while you have inside information about that company.
- Never disclose inside information about Walmart to anyone outside of Walmart (including your family members), unless such information has been released to the general public or unless such disclosure has been approved by the Legal Department and only after the Legal Department has informed you that adequate steps have been taken to prevent misuse of the information.

- Disclose inside information to people within Walmart only on a need-to-know basis.
- Never attempt to manipulate market prices, or spread market rumors or false information.
- Never buy or sell Walmart securities while the trading window is closed if you are subject to trading windows as described in Walmart's Insider Trading policy.

If you have questions or concerns about insider trading, refer to Walmart's Insider Trading policy, contact the Legal Department or Global Ethics.

## Restrictive Trade Practices

We will not participate in any activity intended to restrain trade or promote a refusal to conduct business with customers, members or suppliers in any country where such a refusal would be in violation of an applicable law. If you learn of a refusal to conduct business or any related communications regarding such a refusal, contact the Legal Department.



## Intentional Dishonesty

**Q** An industry trade association has contacted me about participating in a benchmarking study for members of their association. This seems like a good way to obtain information about our competitors. Should we participate?

**A** There is nothing wrong with participating in industry benchmarking activities. However, this should never be used as a means to obtain confidential information about competitors.

**Q** Our store has several associates who are behind on their CBLs. To avoid a late report being elevated to my manager, can I have my office associate take their CBLs and then cover the material with my associates during our team meetings?

**A** No. Having your office associate complete the CBLs of other associates would not only be an act of intentional dishonesty, but also an unethical directive by the manager. This would compromise your integrity, as well as the integrity of the office associate and the associates who should be taking the CBLs. In addition, CBLs are used to ensure our associates are appropriately trained to handle specific situations they may encounter in their jobs. If you do not allow your associates to take their assigned CBLs, you are potentially putting your associates, customers and the company at risk.

**Q** I am applying for another job at Walmart. A requirement of the job is a college degree. I am actually due to finish my degree in a few months. Can I state that I have the degree on my resume?

**A** No. You should be honest about your qualifications when seeking a job. Misrepresenting your education, experience, certifications or licensing is a dishonest act that could potentially put our company at risk as well as provide an unfair advantage in the candidate selection



**Q** My manager has stated that, due to the difficulty involved in reaching the high bins in the backroom, we should acknowledge in the system that a bin audit has occurred when, in fact, it has not. What should I do?

**A** What your manager is suggesting you do is to falsify bin audits, which is not only a dishonest act but also could be detrimental to our business. By not properly conducting your bin audits, you are potentially impacting the level of customer service at the store as well as impacting the store's ability to maintain accurate in - stock levels. Additionally, your manager asked you to engage in a dishonest act. You should report this to management through the Open Door process or contact Global Ethics.

## Financial Integrity

**Q** My manager told me to markdown several items to zero but leave them on the shelves to sell because it will "help our inventory." Is this acceptable?

**A** No. The manipulation of markdowns is not only dishonest, but it also could affect the store's profitability. If you're being instructed to do this, report it to Global Ethics immediately.

**Q** An associate near me says she makes adjustments to our financial information so our "good months" will help out our "bad months." Could this be an issue?

**A** The manipulation of accounts and allowances is not only intentionally dishonest, but also is a financial integrity concern that can have serious consequences both personally and as a company. You should report this immediately to Global Ethics.

## Insider Trading

**Q** I have inside information from a publicly listed vendor about an amazing new product the company is going to launch. Can I buy that public company's stock?

**A** No. Any stock sale or purchase based on material, non-public information is considered insider trading.

**Q** Could I encourage a friend to buy that public company's stock?

**A** Encouraging others to purchase the stock would still be considered insider trading and is commonly referred to or known as "tipping." The friend would be liable for insider trading, if he or she purchased shares based on your tip, and you would be liable for insider trading for giving the tip even though you did not buy any shares of the public company's stock.

## Restrictive Trade Practices

**Q** I was told I should boycott one of my suppliers because they conduct business in a certain country. Should I not do business with that supplier?

**A** Although restrictions are sometimes placed on certain countries and individuals, it's always best to speak to the Legal or Compliance Department before taking any action if you are instructed to boycott a supplier or country.

## Leading with Integrity in Our Communities

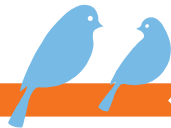
“Integrity is the single most important characteristic of a leader.”

Lee Scott,  
Former President and CEO,  
Wal-Mart Stores, Inc.

### Anti-Corruption

Walmart believes in fair, free and open markets. We also believe in promoting good government. We do not tolerate bribery, corruption or unethical practices of any kind.

*Our stance on improper benefits is firm — regardless of local practice or custom, or even harm to our business.*



Walmart strictly prohibits anyone acting on behalf of Walmart, whether directly or indirectly, from making or receiving bribes or improper payments. Walmart's Global Anti-Corruption Policy forbids us from paying, offering or authorizing payment of money (or anything that has value) to improperly influence anyone. This also applies to payments made through someone unaffiliated with Walmart, such as a third party acting on Walmart's behalf. Our prohibition also covers small or minor benefits to influence someone improperly. Our stance on improper benefits is firm — regardless of local practice or custom, or even harm to our business.

We must avoid any interaction with a public official, employee of a publicly owned company or political organization that could even appear improper. This includes any person who exercises a public function or who works for a government at any level (e.g., customs clearance officer, members of the military and law enforcement), a political party or campaign (including unpaid staff), a public international organization (e.g., the World Bank) or a government-owned or government-controlled enterprise (e.g., employees at state-owned utilities, energy companies, hospitals). A contract with a state-owned or public entity requires prior written Legal Department approval and the approval of the Anti-Corruption Compliance team.

You must immediately report any suspected violations or any requests for a bribe. For further guidance on this topic, contact the Anti-Corruption Compliance team or Global Ethics.

## Anti-Money Laundering

We're committed to complying fully with all applicable money-laundering laws throughout the world. Some countries also have laws related to the reporting of cash or other suspicious transactions we must obey.

Be alert to the following activities:

- Types of payments associated with money laundering, such as: multiple money orders, volume purchases of prepaid products such as gift cards or large cash transactions
- A customer or other third party who is reluctant to provide complete information, provides false or suspicious information or is anxious to avoid reporting or record-keeping requirements
- Unusual domestic or foreign fund transfers that indicate scam activities or fraudulent schemes
- Structuring a transaction to avoid requirements, such as conducting multiple transactions below the reportable threshold amounts

Walmart has established rules concerning acceptable forms of payment. For further guidance on this topic, please contact the Compliance Department.

## Authority to Work

We strive to be good corporate citizens. Therefore, we will not hire, recruit or refer for a fee, anyone not legally authorized to work in the country in which employment is sought. It is our responsibility to inspect, verify and document the identity and employment authorization of every new associate, including associates on global assignment in a country different from their home country. We also are responsible for re-verifying the continuing employment eligibility of each associate by requesting further documentation when the initial work authorization has expired.

All persons we hire or send on a global assignment to a country other than their home country, must provide proper documentation and verification of their authorization to work in the country where they are to be employed.

In complying with immigration laws, it is important that we follow our policy against employment discrimination on the basis of national origin or possible citizenship status.

We require all employment agencies, contractors and others doing business with us to fully comply with all immigration laws.



## Environmental Responsibility, Health & Safety in the Workplace

We all must serve as responsible stewards of the environment and care for the safety and well-being of our associates, members, customers and communities.

### Environmental Responsibility

Walmart is committed to conducting business in a socially responsible and ethical manner that protects the environment. We are committed to environmental protection and preservation of our natural resources. We are also responsible for complying with all applicable environmental laws and regulations. This responsibility is a core foundation of our commitment to environmental sustainability. We must all act ethically in regards to environmental issues to further our goal of helping people live better and to ensure a better world for generations to come.

### Health & Safety

Walmart is also committed to protecting the health and safety of our associates, members, customers and communities because we care for one another's well-being. Conducting our business in compliance with all health and safety laws is crucial to protecting each other from harm. As associates of Walmart, we must always comply with all relevant health and safety laws and policies and never ignore a potential health and safety concern. Acting ethically in regards to health and safety issues is critical to our corporate goal of providing a safe shopping and working environment.

If you have questions regarding environmental or health and safety issues, please contact the Compliance Department or Global Ethics.

## Product & Food Safety

At Walmart, food and product safety are more than a priority or regulatory requirement; they're part of our culture. As Walmart associates, we must comply with all applicable food and product safety laws and regulations in our daily business. With thousands of suppliers around the world, we realize we have an important obligation to require our suppliers to adhere to stringent food and product safety expectations, laws and regulations. If you have any questions or concerns regarding food or product safety and the regulations or requirements that apply to your area of the business, please contact the Compliance Department or Global Ethics.

## Protecting Personal & Business Information

In our daily business, we may be exposed to personal and business information about associates, customers, members, suppliers and our own company. It's our responsibility to protect this information in accordance with applicable laws, our policies (including our records retention requirements), and our company beliefs.

Information may be physical (on paper) or electronic. You only should collect or save company business information needed to perform your job. You must manage such information securely through its lifecycle and in accordance with Walmart's records management requirements. Confidential company information is divided into three classes of data: highly sensitive (high security), sensitive (medium security) and non-sensitive (low security).

Examples of ways to protect highly sensitive or sensitive information include:

- Accessing the information for business purposes only
- Sharing it with other associates for legitimate business purposes only
- Preventing unauthorized access (for example, locking up highly sensitive data)
- Returning all highly sensitive and sensitive information to Walmart along with any other Walmart property upon termination of employment
- If there is no business need for keeping the data and no hold for legal purposes, dispose of it by placing it in a shredder or confidential bin; never throw it in the trash

*In addition to protecting our trade secrets, it's our policy to respect the trade secrets of others.*

If you believe you have confidential company information that needs to be shared outside the company, seek approval from your manager or the Compliance Department before sharing information.

Trade secrets are an example of business data we must protect. In our pursuit of striving for excellence, we have invested in the development of systems, processes, products, business procedures and technology — our trade secrets — that have made us a leader in the retail industry and give us a competitive edge. All trade secrets are highly sensitive data and must be kept secure. In addition to protecting our trade secrets, it's our policy to respect the trade secrets of others. No associate may reveal the trade secrets of the companies with which we conduct business or companies with which they were previously employed.

All associates should ensure their use of social media does not compromise the confidentiality of Walmart trade secrets, highly sensitive or sensitive business information.

Personal information about customers, members, suppliers and vendors must also be securely managed. Do not access or collect such information unless necessary to perform your job and only as directed by your manager. If you suspect there may be a breach of such personal information, notify a member of management, Human Resources or Global Ethics. Treat associate medical information the same.

Specific departments within our company may have special privacy rules or procedures. We must read, understand and stay current on information that applies to our specific areas of the business and job functions. Additionally, we must follow the applicable records management requirements. If you have questions about the record-keeping requirements that apply to your job, please contact the Compliance Department or the Privacy Office Records Management team for assistance.

## Governmental & Political Activities

### Governmental Contracts and Inquiries

We should not enter into any contract or agreement with any governmental entity for any purpose without prior written approval from the Legal and Anti-Corruption Compliance departments. This specifically includes accepting bids, contracts or purchase orders for products and services. Failure to follow this requirement may result in Walmart incurring significant compliance obligations and related expenses.

You must immediately report all inquiries from governmental entities or investigators to your manager or contact the Legal Department. All inquiries from government entities and investigators must be answered accurately and completely.

### Political Involvement

Participation in the political process outside of work and during non-work time is admirable. You can make lawful contributions of personal funds to political activities; however, Walmart will not reimburse you for those activities unless required by law. Corporate funds shall not be provided to political candidates, entities or organizations without the express knowledge and written consent of Walmart's Corporate Affairs Department. You cannot use your job title or company affiliation in connection with personal political activities unless that information is required by law.

## International Trade

All countries regulate international trade transactions covering activities such as imports, exports and financial transactions. For example, all inbound merchandise entering the commerce of a country must clear customs prior to being released and delivered to the recipient. At customs, merchandise is examined for compliance with regulations and assessed for the payment of duties and taxes, where applicable.

It's important we all keep the following points in mind:

- Make sure a thorough check of all regulatory requirements has been performed before attempting to import and export merchandise. Regulatory requirements apply to both the merchandise and the documentation.
- Documentation must be complete and accurate, including description, prices and the parties to the transaction.

- Internal controls must be established to ensure compliance with all regulatory requirements, including any record-keeping obligations.

As a Walmart associate, you must be familiar with the various trade rules and regulations that apply to your work, including not only the trade laws of your own country, but also the laws in all other countries that may affect your work at Walmart. For example, some governments may administer a variety of trade restrictions, such as embargoes and sanctions against a number of countries, including nationals of those countries. Transactions with certain designated individuals and organizations, such as terrorist organizations, narcotics traffickers and weapons proliferators, also are prohibited even though those individuals or organizations may not be associated with any particular country's embargo. Always consult the Compliance Department prior to entering into international trade negotiations or transactions.

## Media Statements

Communication in the age of social media has changed the way we live and work. When events are unfolding or when people are simply looking for information, you may be viewed as a source of information about the company. As you talk with family members, customers and club members or participate in social media, we encourage you to share your Walmart story. If you are asked questions and are unsure of the answers, the company has created resources you may consult for the latest information, including the corporate website: <http://corporate.walmart.com>. Our associates play a critical role in sharing information with the public when unfortunate disasters occur or when communities are in need.

With regards to making public statements to media outlets such as television, news stations, local newspapers or trade publications, Walmart must ensure the accuracy of all information it provides to the public. You must receive prior written approval from the in-country or global Corporate Affairs Department before making any public statement, whether written or verbal, to such media outlets. For statements about financial matters, contact the Finance Department prior to making any statement or conducting any interview.





## Anti-Corruption

**Q** Local police officers have recently stopped trucks leaving our distribution center and threatened to delay deliveries unless the driver pays \$50 U.S. in cash to the officer. My manager said we should carry \$50 gift cards with us. Is it permissible?

**A** No. Walmart policy prohibits all unofficial payments to government officials to influence government action. This prohibition applies to cash, gifts or other things of value. You should report this immediately to Global Ethics.

**Q** A store is seeking a permit from the local Transport Authority. The store usually gives holiday baskets to various local officials. This year, the store manager suggested including a \$300 gift card in the basket for the head of the Transport Authority. Is this acceptable?

**A** No. The policy does not allow the gift because it's something of value and is apparently intended to influence the Transport Authority. The policy does permit certain customary gifts, such as holiday baskets that are of low or little value and are not intended to influence anyone. However, an approval process must be followed prior to giving even something as minor as a customary holiday basket. If you have questions about providing customary gifts to any government official, please contact your Anti-Corruption Compliance team or Global Ethics.

## Anti-Money Laundering

**Q** A customer refuses to provide her address for a \$3,000 money transfer to another country. Should I report this as a “suspicious person”?

**A** Any customer reluctant to provide the requested information should be reported as a “suspicious person” when processing financial transactions.

**Q** A customer asked me if I could split a \$5,000 transaction into two transactions of \$2,500 so they did not have to bother with the paperwork that may otherwise be involved. Should I process the transaction this way?

**A** No. If it's truly the same transaction, it should be processed as one transaction and the proper paperwork should be completely filled out and turned in for reporting to the government. If the customer refuses to comply, contact a member of management to assist you.

## Authority to Work

**Q** Should I report suspected non-authorized workers if they're technically employed by a contractor and not Walmart?

**A** Yes. We require all of our contractors to use only work-authorized employees at our facilities. If you suspect there are unauthorized workers at our work sites, please report to management through the Open Door policy or contact Global Ethics.

**Q** What should I do if an associate arrives ready to begin working and they cannot show evidence of work authorization?

**A** Follow your country's policies regarding employment authorization. This includes verification for new associates as well as visiting associates on an expatriate or transition assignment. For example, under U.S. law an employer must terminate the employment of an employee who is unable to show evidence of work authorization within a certain time period.

## Environmental Responsibility, Health and Safety in the Workplace

**Q** While working in the backroom, I noticed associates were placing boxes or pallets in front of the emergency exit, blocking the door. I reported this to my manager who stated he saw no problem with the practice since it was just temporary and the items would be moved when the merchandise went out on the sales floor. Is this a problem?

**A** Yes. Blocking emergency exits endangers associates and customers should an emergency occur at the store. In addition, we may face potential fines and liabilities for safety hazards such as the blocking or locking of emergency exits. It is crucial that emergency exits be accessible for immediate use in the event of a fire or other emergency. You should immediately report the information to the Compliance Hotline or Global Ethics.

**Q** An associate is asked to dispose of several containers of damaged household cleaning chemicals. He knows there is a standard operating procedure that governs the proper disposal of those kinds of items, but instead of following it, simply moves the chemicals outside the building and leaves them there. How should this be handled?

**A** Chemicals never should be stored outside and subjected to the elements, especially if they are damaged. They may leak or deteriorate, allowing the chemicals to be released into the environment. Associates should ensure all chemicals are stored safely in approved areas with proper containment to prevent releases to the environment. Associates always should follow corporate standard operating procedures regarding environmental issues. If an associate discovers leaking or improperly stored chemicals, he should immediately notify management and contact the Compliance Hotline or report the information to Global Ethics.

## Protecting Personal and Business Information

**Q** An invoice associate is married to a supplier who works with the buyers at the Home Office. I've seen her call her husband and tell him the cost of products we're buying from his competitors. Is this a violation?

**A** Yes. Although she does not have influence over the business he works with at Walmart, she has access to confidential information that may be giving her husband's company an advantage over other suppliers.

**Q** A co-worker of mine has recently given her resignation. Since then, she's been emailing supplier contact information to her home computer so she can start her own business. Is this a violation?

**A** Yes. The supplier information she obtained through her position at Walmart is considered confidential company information. She should not be using it for her personal business. You should report this to Global Ethics.

**Q** A friend of mine said he could give me information regarding a competitor's upcoming confidential advertising strategy. Should I accept this information?

**A** No. We have no desire or need to know the confidential information of other companies.

**Q** My manager told all my peers about my medical condition when I called in sick yesterday. Is that a violation of the Privacy policy?

**A** It could be. Your peers do not have a business need for knowing your medical condition. Many times this type of information is shared out of genuine care and concern for you as an important and valued member of the team. Talk to your manager and tell them your concern. If you don't feel comfortable talking to them, contact your Human Resources manager or Global Ethics.



**Q** A pharmacy associate told me a certain customer has a rare medical condition. Is she allowed to share this information?

**A** No. Personal information about our customers, including medical data, is confidential and should not be shared. You should report the incident to management or contact Global Ethics.

**Q** I have an anonymous blog that I write on a regular basis. Can I post information I've learned in my role at Walmart?

**A** While posting information online can be a great way to communicate with others, it's important to consider some of the risks and rewards that are involved. Maintain the confidentiality of company business information related to Walmart and its partners, and the personal information of customers, members and suppliers, as well as associate medical information. Ultimately, you're responsible for what you post.

**Q** My friend and I work in the same department. We both work with sensitive information. I recently learned confidential information that could impact her role. Can I share this information with her?

**A** No. Although the two of you are friends and work in the same department, you should not discuss or share sensitive information with anyone who doesn't have a business need to know it.

## Governmental and Political Activities

**Q** We have a representative from the government here to inspect our food products. What should I do?

**A** Contact your manager or Compliance Department immediately. Ensure you follow the notification process for your market.

**Q** My team is interested in purchasing products from a government-owned business. What should I do?

**A** Contact your Anti-Corruption Compliance Team or Global Ethics before taking any action or making any commitment on behalf of Walmart.

**Q** My team is interested in submitting a Request for Proposal (RFP) to become the exclusive provider of food items for the local school district cafeteria program. What should I do?

**A** Contact the Legal Department before making any commitment and discuss the issue with the government contracting team.

**Q** I would like to sit on the Education Board for my city. Am I allowed to do this as a manager at Walmart?

**A** Yes. You must ensure your position with Walmart, and any influence related to it, is kept separate from your position on the Education Board. You also should be transparent with your manager about your involvement with the board.

## International Trade

**Q** I believe one of our imported items was classified incorrectly on the paperwork. What should I do?

**A** Contact your manager and the Compliance Department immediately. There are fines and tariffs in many countries for misclassifying import information on products.

**Q** I was told one of my new suppliers appeared on some sort of government list and I shouldn't do business with the supplier. What should I do?

**A** Contact the Compliance Department for guidance on how to proceed or correct the issue. Many governments keep a list of countries and people with which businesses may not enter into transactions.

## Media Statements

**Q** I think my new store will be opening on a certain date. Can I call the local media to tell them about the grand opening and activities involved?

**A** You should contact the Corporate Affairs Department prior to contacting the media. Corporate Affairs will provide you with the resources and official information you may share with your local community and the media.



## Global Ethics Helpline Numbers\*

\*Numbers subject to change

Country	Contact Numbers
 Argentina	0800-888-0124 0800-666-1693
 Bahrain	800-00-001+ 800-613-9668
 Bangladesh	157-0011+800-613-3713
 Belgium	0800-73-153
 Botswana, BTC	0800-600-644
 Botswana, Orange	1144
 Brazil	0800-703-39-66 0800-891-4093
 Cambodia	1-800-881-001+800-613-3859
 Canada	1-800-963-8442 (English) 1-800-805-9121 (French)
 Chile	00-550707 800-104397 1230-020-0130
 China	10-800-110-0549 400-881-1296
 Colombia	01-800-912-0095
 Costa Rica	0-800-011-1246 0800-052-1581
 Dominican Republic	1-888-719-1292
 Ecuador	1-999-119* (Andinatel)+800-451-5596 1-800-225-528* (Pacifictel)+800-451-5596 1-800-999-119* (Pacifictel Spanish)+800-451-5596
 Egypt	2510-0200* (Cairo)+ 800-613-3723 02-2510-0200* (outside Cairo)+800-613-3723
 El Salvador	800-6192 800-6918
 Germany	0800-182-1390
 Guatemala	999-91-90 + 800-613-3715 800-613-3715
 Honduras	800-0123 + 800-613-3720 800-613-3720 800-2791-9030









## Global Ethics Helpline Numbers\*

\*Numbers subject to change

Country	Contact Numbers
 Hong Kong	800-90-0620
 India	1800-103-9591 000-800-440-2000
 Indonesia	001-803-1-009-7987
 Italy	800-78-7538
 Japan	0066-33-801235 0066-33-11-2624
 Jordan	18-800-000 + 800-613-3728
 Kenya	704-973-0299
 Malawi	ZAIN TNM 847 MTL 8000 0847
 Malaysia	1-800-81-2079
 Mexico	001-888-280-0603 01-800-963-8422
 Namibia	0800 003 313 for Namibia Telecoms 081 91847 for MTC
 Nicaragua	1-800-0174 + 800-613-3721 001-800-226-0384 Spanish 1-800-0164 +800-613-3721
 Pakistan	00-800-01001 + 800-613-3719
 Peru	0800-52-346
 Philippines	1-800-1-111-0073
 Puerto Rico	866-418-4024
 Russia	810-800-2383-1044
 Singapore	800-110-1517
 South Africa	0800-999-620 0800-203-246
 South Korea	00798-1-1-009-4782
 Spain	900-99-1041

## Global Ethics Helpline Numbers\*

\*Numbers subject to change

Country	Contact Numbers
 Sri Lanka	2-430-430 + 800-613-3727 Outside Colombo: 112-430-430 +800-613-3727)
 Taiwan	00801-10-4058
 Thailand	001-800-11-009-4987
 United Arab Emirates	8000-121 + 800-613-3754 8000-061 + 800-613-3754 Military 8000-051 +800-613-3754
 United Kingdom	0800-028-7246 0800-318-405
 United States	1-800-963-8442
 Vietnam	1-201-0288 + 800-613-9679
 Zambia	(for Airtel Subscribers only) 50800 +260 978 770 682



## Final Disclaimer

This Statement of Ethics provides an introduction to the responsibilities of all associates, along with an overview of certain important policies. It's an important part of your employment with Walmart; however, it's not intended to create an express or implied contract of employment in and of itself. It is also not inclusive of all applicable company policies. Furthermore, the policies of Walmart may be modified at our sole discretion, without notice, at any time. Employment with Walmart is on an at-will basis — where permitted by law — meaning associates are free to resign at any time for any or no reason. Violations of this Statement of Ethics may result in disciplinary action up to and including termination.

## Global Ethics Contact Information

International access numbers may change. Refer to [walmartethics.com](http://walmartethics.com) for the most updated access numbers by country if you experience difficulties.



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To ask a question or report a violation, contact Walmart Global Ethics at [www.walmartethics.com](http://www.walmartethics.com) or call 1-800-WM-ETHIC in the U.S., Puerto Rico and Canada. For other locations, consult the back of this Statement of Ethics. Walmart **strictly forbids retaliation** against any associate who reports a concern. Reports can be made anonymously and will be treated as confidential by Walmart.

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# Discrimination & Harassment Prevention Policy

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**Updated: September 19, 2011**

At Walmart, we believe in respecting the dignity of every individual. Respectful and professional conduct furthers our mission, promotes productivity, minimizes disputes and enhances our reputation in the communities where we work. All associates, customers, members, or other individuals with whom we have contact in the course of our business should be treated fairly and respectfully without regard to their personal appearance, beliefs, culture, affiliations, or any other characteristics, as long as their conduct does not interfere with the legitimate interests of Walmart or other individuals.

We are also committed to providing an environment that is free of discrimination or harassment based on an *individual's status*.

*Individual's status* means an individual's race, color, ancestry, ethnicity, religion, sex, pregnancy, national origin, age, disability, marital status, veteran status, sexual orientation, gender identity or expression, genetic information or any other legally protected status. Individual's status also includes an individual's marriage to or association with someone with any status listed above.

We will not tolerate any form of discrimination or harassment in any aspect of our business. This means that we strictly prohibit any discrimination or harassment, as described below, by or directed at any associate, job applicant, customer, member, supplier or person working on behalf of Walmart. This "zero tolerance" policy applies regardless of whether such conduct rises to the level of unlawful discrimination or harassment.

This policy applies to all associates who work for Walmart Stores, Inc., or one of its subsidiary companies, in the United States (Walmart).

Managers and supervisors should use the appropriate supplemental management guidelines.

- Discrimination and Harassment Prevention Management Guidelines - Field
- Discrimination and Harassment Prevention Management Guidelines - Home Office

- Reporting Procedures
- Investigation and appropriate action
- Confidentiality

## Prohibited conduct

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## Discrimination

We prohibit any *discriminatory action* based on an individual's status in all aspects of our business. For purposes of this policy, *Discriminatory action* includes, but is not limited to, firing, refusing to hire, denying training, failing to promote and discriminating in pay or other terms, conditions or privileges of employment based on an individual's status. It also includes encouraging or assisting anyone to take discriminatory actions.

We prohibit associates from designing, implementing or executing a *business process* in any manner that discriminates against, singles out or subjects to heightened scrutiny a person based on an individual's status. For the purposes of this policy, a *business process* includes, but is not limited to, sales and purchase of goods and services; customer service; verification or acceptance of any form of payment, including checks, money orders and credit cards; acceptance of shopping cards, gift cards, gift certificates and coupons; refunds, returns and/or exchanges of merchandise; surveillance, investigation or detention of suspected shoplifters, and use of Electronic Article Surveillance.

## Harassment

We prohibit any form of harassment based on an individual's protected status in all aspects of our business. This includes, but is not limited to:

- Using slurs or negative stereotyping;
- Verbal kidding, teasing, or joking;
- Making offensive comments about an individual's status, appearance, or sexual activity;
- Leering or making offensive gestures;
- Circulating or displaying offensive pictures, cartoons, posters, letters, notes, e-mails, invitations, or other materials;
- Using company e-mail or Internet resources to receive, view, or send offensive jokes, pictures, posters, or other similar materials;
- Intimidating acts, such as bullying or threatening based on an individual's status;
- Offensive physical contact such as patting, grabbing, pinching, or intentionally brushing against another's body;
- Physical touching or assault, as well as impeding or blocking movements;
- Repeated unwanted sexual flirtations, advances, or propositions;
- Pressure for sexual activity, including offering employment benefits in exchange for sexual favors or denying employment benefits in response to a refusal to provide sexual favors or
- Any other conduct that shows hostility toward, disrespect for or degradation of an individual based on the individual's status.

Harassing conduct, such as that listed above, is prohibited regardless of whether it is welcome or unwelcome, and regardless of whether the individuals involved are of the same or are of a different sex, sexual orientation, race, or other status.

## Retaliation

We prohibit taking negative action against any associate, former associate, job applicant, customer, member, supplier or person working on behalf of Walmart for, reporting conduct that may violate this policy; filing a complaint of discrimination or harassment with a government agency or court; assisting another individual in reporting conduct that may violate this policy; assisting another individual in filing a complaint of discrimination or harassment with a government agency or court; cooperating in an investigation; or opposing discrimination or harassment.

## Reporting procedures

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We are committed to preventing discrimination and harassment in all aspects of our business. We will take all

reasonable measures to prevent discrimination and harassment. However, if we are not aware that discrimination or harassment is taking place, we cannot address the situation.

If you experience conduct that may violate this policy or if you observe or become aware of any conduct that may violate this policy by being discriminatory, harassing or retaliatory; you should immediately report the violation to any salaried member of management or confidentially and/or anonymously to the Global Ethics Office, email [ethics@walmart.com](mailto:ethics@walmart.com) or call 1-800-WMETHIC (1-800-963-8442). If you believe a salaried member of management may be violating this policy, you do not have to report the violation to that person. You may report the possible violation to another salaried member of management or call/email the Global Ethics Office.

## Managers

If you observe, receive a report or otherwise become aware of a possible violation of this policy, you must immediately report such conduct to the *appropriate level of management* for investigation. A salaried member of management who fails to report a violation of this policy may be subject to disciplinary action, up to and including termination.

*Appropriate level of management* includes, but is not limited to, the Field Logistics Human Resources Manager, Employment Advisor, Market Human Resources Manager, Regional Human Resources Manager, People Director or Global Ethics.

We will take appropriate steps to ensure that there is no retaliation of any kind for using the reporting procedures described in this policy. Retaliation of any kind for using the reporting procedures is strictly forbidden and violates this policy.

## Investigation and appropriate action

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We will take any reported violation of this policy seriously, and we will promptly and thoroughly investigate any report of a possible violation in accordance with the procedures set forth in the management guidelines.

You must cooperate with and tell the truth to the individual who investigates your report. If you do not cooperate or you fail to tell the truth, we will be unable to conduct a proper investigation or take prompt remedial action. Any associate who refuses to cooperate in an investigation or fails to tell the truth during an investigation may be subject to disciplinary action up to and including termination.

We will take appropriate action to eliminate conduct that violates this policy and to ensure that there is no recurrence of such conduct. We may put reasonable interim measures in place during an investigation of a reported policy violation including, but not limited to, suspension or transfer of the associate who reportedly violated this policy. Suspensions are unpaid. However, if you are suspended pending the outcome of a company investigation and the result is that the allegations against you are not substantiated, you will be returned to work and paid for all scheduled hours missed while suspended.

We will take further appropriate action once the reported violation has been thoroughly investigated. If an investigation reveals that an associate has violated this policy (or any other policy), that associate will be subject to disciplinary action up to and including termination and any other appropriate corrective action.

## Confidentiality

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Walmart will make every reasonable effort to maintain the confidentiality of all parties involved in any investigation. We will disclose information to only those having a need to know in order to facilitate the investigation or resolution.

## For more information

## For more information

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If you have questions or need further guidance, please contact

- your HR representative
- Ethics Office using one of these methods:
  - [www.walmartethics.com](http://www.walmartethics.com) and select "Report a Concern"
  - Access True North on the WIRE and select "Report a Concern"
  - Email: [ethics@walmart.com](mailto:ethics@walmart.com)

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## Discrimination & Harassment Prevention Policy

**Updated: March 1, 2016**

**State Specific**

California

At Walmart, we believe in respecting the dignity of every individual. Respectful and professional conduct furthers our mission, promotes productivity, minimizes disputes and enhances our reputation in the communities where we work. All associates, customers, members, or other individuals with whom we have contact in the course of our business should be treated fairly and respectfully without regard to their personal appearance, beliefs, culture, affiliations, or any other characteristics, as long as their conduct does not interfere with the legitimate interests of Walmart or other individuals.

We are also committed to providing an environment that is free of discrimination or harassment based on an *individual's status*.

*Individual's status* means an individual's race, color, ancestry, ethnicity, religion, sex, pregnancy, national origin, age, disability, marital status, veteran status, sexual orientation, gender identity or expression, genetic information or any other legally protected status. Individual's status also includes an individual's marriage to or association with someone with any status listed above.

We will not tolerate any form of discrimination or harassment in any aspect of our business. This means that we strictly prohibit any discrimination or harassment, as described below, by or directed at any associate, job applicant, customer, member, supplier or person working on behalf of Walmart. This "zero tolerance" policy applies regardless of whether such conduct rises to the level of unlawful discrimination or harassment.

This policy applies to all associates who work for Walmart Stores, Inc., or one of its subsidiary companies, in the United States (Walmart).

Managers and supervisors should use the appropriate supplemental management guidelines.

Discrimination and Harassment Prevention Management Guidelines - Field

Discrimination and Harassment Prevention Management Guidelines - Home Office

Reporting Procedures

Investigation and appropriate action

Confidentiality

### Prohibited conduct

#### Discrimination

We prohibit any *discriminatory action* based on an individual's status in all aspects of our business. For purposes of this policy, *Discriminatory action* includes, but is not limited to, firing, refusing to hire, denying training, failing to promote and discriminating in pay or other terms, conditions or privileges of employment based on an individual's status. It also includes encouraging or assisting anyone to take discriminatory actions.

We prohibit associates from designing, implementing or executing a *business process* in any manner that discriminates against, singles out or subjects to heightened scrutiny a person based on an individual's status. For the purposes of this policy, a *business process* includes, but is not limited to,

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sales and purchase of goods and services; customer service; verification or acceptance of any form of payment, including checks, money orders and credit cards; acceptance of shopping cards, gift cards, gift certificates and coupons; refunds, returns and/or exchanges of merchandise; surveillance, investigation or detention of suspected shoplifters, and use of Electronic Article Surveillance.

### **Harassment**

We prohibit any form of harassment based on an individual's protected status in all aspects of our business. This includes, but is not limited to:

- Using slurs or negative stereotyping;
- Verbal kidding, teasing, or joking;
- Making offensive comments about an individual's status, appearance, or sexual activity;
- Leering or making offensive gestures;
- Circulating or displaying offensive pictures, cartoons, posters, letters, notes, e-mails, invitations, or other materials;
- Using company e-mail or Internet resources to receive, view, or send offensive jokes, pictures, posters, or other similar materials;
- Intimidating acts, such as bullying or threatening based on an individual's status;
- Offensive physical contact such as patting, grabbing, pinching, or intentionally brushing against another's body;
- Physical touching or assault, as well as impeding or blocking movements;
- Repeated unwanted sexual flirtations, advances, or propositions;
- Pressure for sexual activity, including offering employment benefits in exchange for sexual favors or denying employment benefits in response to a refusal to provide sexual favors or
- Any other conduct that shows hostility toward, disrespect for or degradation of an individual based on the individual's status.

Harassing conduct, such as that listed above, is prohibited regardless of whether it is welcome or unwelcome, and regardless of whether the individuals involved are of the same or are of a different sex, sexual orientation, race, or other status.

### **Retaliation**

We prohibit taking negative action against any associate, former associate, job applicant, customer, member, supplier or person working on behalf of Walmart for, reporting conduct that may violate this policy; filing a complaint of discrimination or harassment with a government agency or court; assisting another individual in reporting conduct that may violate this policy; assisting another individual in filing a complaint of discrimination or harassment with a government agency or court; cooperating in an investigation; or opposing discrimination or harassment.

### **Reporting procedures**

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We are committed to preventing discrimination and harassment in all aspects of our business. We will take all reasonable measures to prevent discrimination and harassment. However, if we are not aware that discrimination or harassment is taking place, we cannot address the situation.

If you experience conduct that may violate this policy or if you observe or become aware of any conduct that may violate this policy by being discriminatory, harassing or retaliatory; you should immediately report the violation to any salaried member of management or confidentially and/or anonymously to the Global Ethics Office, email [ethics@walmart.com](mailto:ethics@walmart.com) or call 1-800-WMETHIC (1-800-963-8442). If you believe a salaried member of management may be violating this policy, you do not have to report the violation to that person. You may report the possible violation to another salaried member of management or call/email the Global Ethics Office.

### **Managers**

If you observe, receive a report or otherwise become aware of a possible violation of this policy, you must immediately report such conduct to the *appropriate level of management* for investigation. A salaried member of management who fails to report a violation of this policy may be subject to disciplinary action, up to and including termination.

*Appropriate level of management* includes, but is not limited to, the Field Logistics Human

Resources Manager, Employment Advisor, Market Human Resources Manager, Regional Human Resources Manager, People Director or Global Ethics.

We will take appropriate steps to ensure that there is no retaliation of any kind for using the reporting procedures described in this policy. Retaliation of any kind for using the reporting procedures is strictly forbidden and violates this policy.

### **Investigation and appropriate action**

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We will take any reported violation of this policy seriously, and we will promptly and thoroughly investigate any report of a possible violation in accordance with the procedures set forth in the management guidelines.

You must cooperate with and tell the truth to the individual who investigates your report. If you do not cooperate or you fail to tell the truth, we will be unable to conduct a proper investigation or take prompt remedial action. Any associate who refuses to cooperate in an investigation or fails to tell the truth during an investigation may be subject to disciplinary action up to and including termination.

We will take appropriate action to eliminate conduct that violates this policy and to ensure that there is no recurrence of such conduct. We may put reasonable interim measures in place during an investigation of a reported policy violation including, but not limited to, suspension or transfer of the associate who reportedly violated this policy. Suspensions are unpaid. However, if you are suspended pending the outcome of a company investigation and the result is that the allegations against you are not substantiated, you will be returned to work and paid for all scheduled hours missed while suspended. You may use available PTO for scheduled hours during your suspension. If you receive pay for any portion of your suspension because the allegations are not substantiated, PTO used during that time will be reinstated.

We will take further appropriate action once the reported violation has been thoroughly investigated. If an investigation reveals that an associate has violated this policy (or any other policy), that associate will be subject to disciplinary action up to and including termination and any other appropriate corrective action.

### **Confidentiality**

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Walmart will make every reasonable effort to maintain the confidentiality of all parties involved in any investigation. We will disclose information to only those having a need to know in order to facilitate the investigation or resolution.

### **For more information**

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If you have questions or need further guidance, please contact

- your HR representative
- Ethics Office using one of these methods:
  - [www.walmartethics.com](http://www.walmartethics.com) and select "Report a Concern"
  - Access True North on the WIRE and select "Report a Concern"
  - Email: [ethics@walmart.com](mailto:ethics@walmart.com)

**Last Modified: April 1, 2016**

**WM/YW 000906**

## Discrimination & Harassment Prevention Field Management Guidelines

### Resources

HR Investigations Forms & Guides  
(RED BOOK)

**Updated: July 19, 2010**

These guidelines are a management supplement to Walmart's [Discrimination & Harassment Prevention Policy](#). The guidelines outline: (1) the Investigation Protocol for potential violations of the policy and (2) the procedures for retention of records for such investigations. Managers must follow the procedures outlined in these guidelines.

### Investigation protocol

All reports of conduct that potentially violate the Discrimination and Harassment Prevention Policy must promptly and thoroughly be investigated and documented using either the RED BOOK or Investigation Summary protocol.

Immediately upon receipt of a reported violation, contact the Employment Advisory Services team (EAS), who will assist in evaluating the report, determining if the allegations indicate an isolated or significant violation and determining an appropriate investigating manager.

A one-page Investigation Summary can be used to document investigations into isolated violations, while the RED BOOK protocol must be used to document investigations into significant violations.

### Investigating manager

A salaried member of management will investigate allegations of discrimination/harassment within the facility. Use the division specific guidelines below to determine the appropriate investigating manager. For further assistance, contact Employment Advisory Services.

**Walmart Stores:** Any salaried member of management may investigate potential isolated violations using the Investigation Summary.

Only a Facility Manager, Shift Manager, salaried HR manager or higher level manager should investigate potential significant violations using the RED BOOK.

**Sam's Club:** Any salaried member of management may investigate potential isolated violations using the Investigation Summary.

Only a Facility Manager, Co-manager or higher level manager should investigate potential significant violations using the RED BOOK.

All investigations must be reviewed and certified by the MHRM or a higher level HR associate.

**Field Logistics:** The HR Manager, General Manager or Assistant General Manager may investigate potential isolated or significant violations using the Investigation Summary or RED BOOK.

The Investigating Manager must follow the Field HR Investigations Guide to ensure timely completion, accuracy and certification of the Investigation Report.

### Suspensions

During the course of an investigation, the investigating manager may determine that it is appropriate to suspend an associate who reportedly violated the policy pending the outcome of the investigation.

Suspension from the company will be unpaid, pending the outcome of the investigation. Hourly associates will not be eligible to use benefit hours (illness protection, vacation or personal time) to compensate for lost wages. Salaried associates will be paid only through the end of the week in which they were suspended.

**Exception:** In California, associates may request to be paid available vacation or personal time pay upon suspension.

### Confidentiality

As outlined in the policy, we should make every reasonable effort to maintain the confidentiality of all parties involved in any investigation. We will disclose information only to those having a need to know in order to facilitate the investigation or resolution. Any disclosure of information, other than on a need-to-know basis as described above, will constitute a breach of confidentiality and will result in discipline, up to and including termination.

### Retention of records

The Investigating Manager must maintain all original statements, THE RED BOOK forms, and any other tangible items obtained during an investigation (e.g., notes, cards, videotapes, etc.) in THE RED BOOK folder.

**Important:** THE RED BOOK folder or Investigation Summary **must not** be placed in an associate's personnel file; it must be filed as follows:

- The investigating manager must maintain the investigative file relating to an investigation involving conduct of hourly associate(s) in a locked filing cabinet in the Facility Manager's office.
- The investigating manager must maintain the investigative file relating to an investigation involving conduct of salaried members of management in a locked filing cabinet at the following location by division:

**Walmart Stores:** Market Office or higher

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**CONFIDENTIAL INFORMATION**

**Sam's Club:** Club Manager's office if conducted at Club level, Market Manager's office if conducted at Market level, Regional office if conducted at Regional level

**Field Logistics:** DC/TO HRM's office (with the exception of Redbooks involving GMs/GTMs/AGMs and HRMs, which will be maintained by the Regional HRM in the Home Office)

**Stand-alone facilities:** People Director's Office

**Last Modified: September 13, 2010**

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## Discrimination & Harassment Prevention Field Management Guidelines

**Updated: March 1, 2016**

### Resources

HR Investigations Forms & Guides  
 (RED BOOK)

These guidelines are a management supplement to Walmart's Discrimination & Harassment Prevention Policy. The guidelines outline: (1) the Investigation Protocol for potential violations of the policy and (2) the procedures for retention of records for such investigations. Managers must follow the procedures outlined in these guidelines.

### HR Investigation protocol

All reports of conduct that potentially violate the Discrimination and Harassment Prevention Policy must promptly and thoroughly be investigated and documented using either the HR Investigation Process.

Immediately upon receipt of a reported violation, contact the Ethics Office, who will assist in evaluating the report, determining if the allegations indicate an isolated or significant violation and determining an appropriate investigating manager.

A Tier 3 Investigation Recap can be used to document investigations into isolated violations, while a Tier 2 Investigation Recap must be used to document investigations into repeated and/or significant violations.

### Investigating manager

A salaried member of management will investigate allegations of discrimination/harassment within the facility. Use the division specific guidelines below to determine the appropriate investigating manager. For further assistance, contact the Ethics Office.

**Walmart Stores:** Any salaried member of management may investigate potential isolated violations using the Tier 3 Investigation Documents.

Only a Facility Manager, Shift Manager, salaried HR manager or higher level manager should investigate potential significant violations using the Tier 2 Investigation Documents.

**Sam's Club:** Any salaried member of management may investigate potential isolated violations using the Tier 3 Investigation Documents.

Only a Facility Manager, Co-manager or higher level manager should investigate potential significant violations using the Tier 2 Investigation Documents.

All investigations must be reviewed and certified by the MHRM or a higher level HR associate.

**Field Logistics:** The HR Manager, General Manager or Assistant General Manager may investigate potential isolated or significant violations using the appropriate Investigation Documents.

### Suspensions

During the course of an investigation, the investigating manager may determine that it is appropriate to suspend an associate who reportedly violated the policy pending the outcome of the investigation.

Suspension from the company will be unpaid, pending the outcome of the investigation. Salaried associates will be paid through the end of the week in which they were suspended. Associates may use available PTO for scheduled hours during their suspension. If the associate receives pay for any portion of the suspension because the allegations are not substantiated, PTO used during that time will be reinstated.

### Confidentiality

As outlined in the policy, we should make every reasonable effort to maintain the confidentiality of all parties involved in any investigation. We will disclose information only to those having a need to know in order to facilitate the investigation or resolution. Walmart has a compelling interest in protecting the integrity of its investigations by protecting witnesses from harassment, intimidation and retaliation; keeping evidence from being destroyed; ensuring testimony is not fabricated; and preventing a cover up. Walmart may decide in some circumstances that in order to achieve these objectives, we must maintain the investigation in strict confidence. If Walmart invokes such a requirement and associates do not maintain confidentiality, associates may be subject to disciplinary action up to and including termination.

### Retention of records

The Investigating Manager must maintain all original statements, HR Investigation forms, and any other tangible items obtained during an investigation (e.g., notes, cards, videotapes, etc.) in designated file cabinet.

**Important:** HR Investigation documents **must not** be placed in an associate's personnel file; it must be filed as follows:

**CONFIDENTIAL INFORMATION**

- The investigating manager must maintain the investigative file relating to an investigation involving conduct of hourly associate(s) in a locked filing cabinet in the Facility Manager's office.
- The investigating manager must maintain the investigative file relating to an investigation involving conduct of salaried members of management in a locked filing cabinet at the following location by division:

**Walmart Stores:** Store Manager's office if conducted at store level, Market Manager's office if conducted at Market level, Regional office if conducted at Regional level

**Sam's Club:** Club Manager's office if conducted at Club level, Market Manager's office if conducted at Market level, Regional office if conducted at Regional level

**Field Logistics:** DC/TO HRM's office (with the exception of Redbooks involving GMs/GTMs/AGMs and HRMs, which will be maintained by the Regional HRM in the Home Office)

**Stand-alone facilities:** People Director's Office

**Last Modified: March 1, 2015**

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## Discrimination & Harassment Prevention Field Management Guidelines

**Updated: March 1, 2016**

### Resources

Investigations Forms & Guides

These guidelines are a management supplement to Walmart's Discrimination & Harassment Prevention Policy. The guidelines outline: (1) the Investigation Protocol for potential violations of the policy and (2) the procedures for retention of records for such investigations. Managers must follow the procedures outlined in these guidelines.

### Investigation protocol

All reports of conduct that potentially violate the Discrimination and Harassment Prevention Policy must promptly and thoroughly be investigated and documented using the Ethics Investigation Process.

Immediately upon receipt of a reported violation, contact the Ethics Office, who will assist in evaluating the report, determining if the allegations indicate an isolated or significant violation and determining an appropriate investigating manager.

A Tier 3 Investigation Recap can be used to document investigations into isolated violations, while a Tier 2 Investigation Recap must be used to document investigations into repeated and/or significant violations.

### Investigating manager

A salaried member of management will investigate allegations of discrimination/harassment within the facility. Use the division specific guidelines below to determine the appropriate investigating manager. For further assistance, contact the Ethics Office.

**Walmart Stores:** Any salaried member of management may investigate potential isolated violations using the Tier 3 Investigation Documents.

Only a Facility Manager, Shift Manager, salaried HR manager or higher level manager should investigate potential significant violations using the Tier 2 Investigation Documents.

**Sam's Club:** Any salaried member of management may investigate potential isolated violations using the Tier 3 Investigation Documents.

Only a Facility Manager, Co-manager or higher level manager should investigate potential significant violations using the Tier 2 Investigation Documents.

All investigations must be reviewed and certified by the MHRM or a higher level HR associate.

**Field Logistics:** The HR Manager, General Manager or Assistant General Manager may investigate potential isolated or significant violations using the appropriate Investigation Documents.

### Suspensions

During the course of an investigation, the investigating manager may determine that it is appropriate to suspend an associate who reportedly violated the policy pending the outcome of the investigation.

Suspension from the company will be unpaid, pending the outcome of the investigation. Salaried associates will be paid through the end of the week in which they were suspended. Associates may use available PTO for scheduled hours during their suspension. If the associate receives pay for any portion of the suspension because the allegations are not substantiated, PTO used during that time will be reinstated.

### Confidentiality

As outlined in the policy, we should make every reasonable effort to maintain the confidentiality of all parties involved in any investigation. We will disclose information only to those having a need to know in order to facilitate the investigation or resolution. Walmart has a compelling interest in protecting the integrity of its investigations by protecting witnesses from harassment, intimidation and retaliation; keeping evidence from being destroyed; ensuring testimony is not fabricated; and preventing a cover up. Walmart may decide in some circumstances that in order to achieve these objectives, we must maintain the investigation in strict confidence. If Walmart invokes such a requirement and associates do not maintain confidentiality, associates may be subject to disciplinary action up to and including termination.

### Retention of records

The Investigating Manager must maintain all original statements, Investigation forms, and any other tangible items obtained during an investigation (e.g., notes, cards, videotapes, etc.) in designated file cabinet.

**Important:** Investigation documents **must not** be placed in an associate's personnel file; it must be filed as follows:

**CONFIDENTIAL INFORMATION**

- The investigating manager must maintain the investigative file relating to an investigation involving conduct of hourly associate(s) in a locked filing cabinet in the Facility Manager's office.
- The investigating manager must maintain the investigative file relating to an investigation involving conduct of salaried members of management in a locked filing cabinet at the following location by division:

**Walmart Stores:** Store Manager's office if conducted at store level, Market Manager's office if conducted at Market level, Regional office if conducted at Regional level

**Sam's Club:** Club Manager's office if conducted at Club level, Market Manager's office if conducted at Market level, Regional office if conducted at Regional level

**Field Logistics:** DC/TO HRM's office (with the exception of Redbooks involving GMs/GTMs/AGMs and HRMs, which will be maintained by the Regional HRM in the Home Office)

**Stand-alone facilities:** People Director's Office

**Last Modified: July 12, 2016**

**WM/YW 000919**

## Open Door Communications Policy

**Updated: August 10, 2012**

At Walmart, our open door philosophy is an integral part of our culture, reflecting a tradition of open communication and a culture of listening to our associates. We encourage and expect all associates to actively participate in making the company a better place to work and shop. The open door process offers each associate an opportunity to bring suggestions, observations, or concerns to the attention of any supervisor or manager without fear of retaliation. We also welcome early identification of opportunities and challenges and mutual resolution of complaints.

This policy applies to all associates who work for Walmart Stores, Inc., or one of its subsidiary companies in the United States (Walmart).

Managers and supervisors should utilize the supplemental [Open Door Communications Management Guidelines](#) for additional guidance in administering this policy.

[Open door communications](#)  
[Initiating an open door conversation](#)  
[Pay for open door activities](#)  
[Open door communication review](#)  
[Confidentiality](#)

### Open door communications

We encourage associates to use the open door process for open discussions on all matters related to the company and expect associates to treat everyone participating in the process with dignity and respect. Anything related to Walmart is a fair subject to raise in an open door communication, including your ideas, suggestions and concerns. We encourage you to discuss ways to improve customer service and accomplish other operating efficiencies.

While we cannot promise that your views or opinions will always prevail, the open door process ensures that you will always be heard. We will consider your views and opinions along with the views and opinions of other associates in making decisions that will improve the workplace and the company.

### Initiating an open door conversation

You are encouraged to give your immediate supervisor the first opportunity to listen to, address, and resolve ideas, suggestions, or concerns. If you have a concern about your supervisor or if you believe your supervisor has not satisfactorily addressed or resolved an idea, suggestion, or concern, you may contact your next level of supervision.

If you want to have an open door discussion with a supervisor or manager from another work location, we encourage you to call or send an e-mail. You must obtain permission from a salaried member of management before traveling to another work location during your work hours for open door activities.

If you have a concern or problem related to the Statement of Ethics, you can also call the Global Ethics Office at 1-800-WMETHIC (1-800-963-8442) or e-mail [Ethics@Walmart.com](mailto:Ethics@Walmart.com) or [Compliance@Walmart.com](mailto:Compliance@Walmart.com).

### Pay for open door activities

If you are a current associate, we strongly encourage you to use the open door during your normal work hours. You will receive compensation for any time you spend on open door activities that occur during your work shift. You will not be compensated for open door activities conducted outside of your working hours, including participation in face to face communication, telephone calls, writing letters or e-mails, preparing other written documents or traveling regarding an open door, unless your supervisor, manager or other member of management expressly directs or authorizes you to engage in open door activities outside your normal work hours.

### Open door communication review

Walmart takes all open door communications seriously. We will investigate any complaints or concerns you raise promptly and thoroughly, and will follow up with you on a periodic basis until resolution is obtained and communicated.

It is important for you to cooperate with the individual who reviews your concern and provide accurate information to the best of your knowledge.

During our review and after the review is complete, we may take appropriate action, including suspension and discipline of associates consistent with other company policies.

Retaliation for initiating an open door communication or cooperating in a review relating to any open door communication is strictly prohibited. Any associate who retaliates against another associate for initiating or cooperating in an open door review will be subject to disciplinary action, up to and including termination.

### **Confidentiality**

Walmart will treat concerns, comments and complaints raised through the open door with confidentiality and respect. Those managers involved in reviewing the matter **may not** disclose any specific information to anyone not directly involved in resolving the concern. We will advise or consult only with those who have a need to know about the situation, including witnesses who may have knowledge of the circumstances surrounding the concern and who may be interviewed as a part of the review.

### **For more information**

If you have questions or need further guidance, please contact your HR representative. Additionally, our [Guiding Principles](#) may assist you in determining the best course of action if there is no policy providing specific direction for your situation.

**Last Modified: February 1, 2011**

Content Name: en\_US\_09010aff8001a539\_A\_pd-30.htm

Version #: 4.0

Start Date: 2016-02-29 15:39:19

End Date: Currently Active

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## Coaching for Improvement

### Updated: March 1, 2016

At Walmart, we believe that by communicating expectations to associates, we empower you to perform your job well and to take charge of your own personal and professional growth. We communicate our expectations regarding your job performance and conduct through company policies, associate training, evaluations and communication with associates.

Coaching for improvement is a tool we use to provide instruction and assistance to you if:

- your job performance fails to meet the reasonable expectations and standards for all associates in the same or a similar position
- your conduct violates a company policy; or
- your conduct interferes or creates a risk of interfering with the safe, orderly and efficient operation of our business.

This approach provides you with an opportunity to identify, acknowledge and change unacceptable job performance or conduct and enables us to retain associates who demonstrate the interest, ability and desire to be successful.

This policy applies to all associates except those who work in Field Logistics. Special considerations apply to associates employed less than 90 days and Home Office temporary associates.

Managers and supervisors should use the supplemental Coaching for Improvement Guide, available in the Resource section of the Online Coaching for Improvement system, for additional guidance in administering this policy.

First Written coaching

Second Written coaching

Third Written coaching

Active coaching period

Investigations and appropriate action

Termination

### Resources

Managers can access the Online Coaching for Improvement Guide in the Resource section of the Online Coaching System. The system is available on the WIRE by following the path below.

Online Coaching System -  
Knowledge Center > Tools and  
Reports > Online Coaching for  
Improvement - Online PTL

### Coaching for improvement

You may receive only one of each level of coaching in any 12-month period. If a subsequent coaching is warranted, you will receive a higher level of coaching. Your supervisor or manager will determine the appropriate level of coaching to use depending on the individual circumstances of the situation. You should be aware that levels of coaching may be skipped, depending upon the determination by your supervisor or manager of the appropriate level of coaching for the particular situation. You may not be eligible for promotion or transfer if you have an active (within 12 months) Second or Third Written level of coaching. Refer to the Job Transfers and Postings Policy for the eligibility guidelines for your division.

#### First Written coaching

Your supervisor or manager may use a First Written level of coaching to notify you that your job performance or conduct does not meet our expectations and to communicate what you need to do to correct the performance or conduct issue.

#### Second Written coaching

Your supervisor or manager may use a Second Written level of coaching to notify you that your job performance or conduct does not meet our expectations when you have failed to correct a job performance or conduct issue despite a prior First Written level of coaching, or if the job performance or conduct warrants a higher level of coaching. You will

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WM/YW 001026

be required to submit a plan of action outlining how you will improve your conduct and/or performance

### **Third Written coaching**

Your supervisor or manager may use a Third Written level of coaching to notify you that your job performance or conduct does not meet our expectations when you have failed to correct a job performance or conduct issue despite a prior First and/or Second Written level of coaching, or if the job performance or conduct warrants a higher level of coaching.

If you receive a Third Written level of coaching, your supervisor or manager will meet with you to discuss the unacceptable job performance or conduct at issue and explain the improvements that you must make and/or the actions that will be taken in light of the unacceptable job performance or conduct at issue. You will be required to submit a plan of action outlining how you will improve your conduct and/or performance. Your manager will provide you sufficient time during your regularly scheduled shift to develop your plan and will then meet with you to review the plan, discuss your decision regarding making the required improvements, and take appropriate action based on your decision.

If you fail to submit an acceptable plan of action for a Second or Third Written level of coaching, you may be subject to further disciplinary action up to and including immediate termination.

If your unacceptable job performance or conduct warrants a level of coaching and you have already received a Third Written level of coaching within the previous 12 months, you will be subject to termination.

### **Associates employed less than 90 days and Home Office temporary associates**

Associates employed less than 90 Days and Home Office temporary associates should be given verbal feedback regarding their performance and behavior. The formal coaching process is preferred, but not required.

Issues of performance should be addressed before an associate is terminated, allowing them an opportunity to meet company expectations. However, any performance issue may be grounds for termination.

### **Active coaching period**

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When your supervisor or manager uses a level of coaching to inform you of unacceptable job performance or conduct requiring improvement, an active coaching period related to this issue begins and will continue for 12 months.

If you take a leave of absence during an active coaching period, the 12-month active coaching period will be suspended during the leave. Upon your return to work, the active coaching period will begin again.

If you terminate during an active coaching period, the level of coaching will continue to run for the duration of the initial 12-month period. If you are rehired during the initial 12-month period, you will still have an active coaching.

### **Investigations and appropriate action**

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#### **Investigation**

When a supervisor or manager learns of reported or potential misconduct, she or he may need to conduct an investigation in order to determine what occurred and take appropriate action. If you refuse to cooperate in an investigation or fail to tell the truth during an investigation, you may be subject to disciplinary action up to and including termination.

We strictly prohibit retaliation for cooperating in an investigation. If you retaliate against another associate for cooperating in an investigation, you will be subject to disciplinary action up to and including termination.

#### **Action during investigation**

It may be necessary to put reasonable interim measures in place during an investigation, if the manager or supervisor conducting the investigation determines that such measures would be appropriate. Interim measures may include, but are not limited to, suspension or transfer.

Suspensions are unpaid. However, if you are suspended pending the outcome of a company investigation and the result is that the allegations against you are not substantiated, you will be returned to work and paid for all scheduled hours missed while suspended. You may use available PTO for your scheduled hours during your suspension. If you receive pay for any portion of the suspension because the allegations are not substantiated, PTO used during that time will be reinstated.

#### **Appropriate action**

If the investigation reveals that you have engaged in misconduct, your supervisor or manager will take appropriate action. The appropriate action will depend on the nature of the particular situation and may include coaching or



action. The appropriate action will depend on the nature of the particular situation and may include coaching or immediate termination.

### **Confidentiality**

We will make every reasonable effort to maintain the confidentiality of all parties involved in any investigation. We will disclose information only to those having a need to know in order to facilitate the investigation or its resolution. Any other disclosure constitutes a breach of confidentiality and will result in disciplinary action up to and including termination.

### **Termination**

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If you receive a level of coaching and your job performance or conduct remains unacceptable, we may terminate your employment.

Additionally, if your unacceptable conduct is found to be serious, this may result in your immediate termination. In such cases, you will not be eligible for rehire. Examples of misconduct that may warrant immediate termination include, but are not limited to, the following:

- Violence or a safety violation, that creates a high risk of injury to people or damage to property.
- Intentional failure to follow a Walmart policy.
- Falsification of documentation.
- Theft, fraud or abuse of an associate benefit or other action involving financial integrity issues.
- Violation of federal, state or local statute or regulation through your work activities.
- Behavior identified in any of our policies that could result in an associate's immediate termination.

### **For more information**

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If you have questions or need further guidance, please contact your HR representative.

**Last Modified: March 1, 2016**

Content Name: en\_US\_09010aff8001a539\_A\_pd-30.htm  
Version #: 5.1  
Start Date: 2016-09-30 18:38:49  
End Date: 2017-02-03 15:52:31

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## Coaching for Improvement

### Updated: March 1, 2016

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- your job performance fails to meet the reasonable expectations and standards for all associates in the same or a similar position
- your conduct violates a company policy; or
- your conduct interferes or creates a risk of interfering with the safe, orderly and efficient operation of our business.

This approach provides you with an opportunity to identify, acknowledge and change unacceptable job performance or conduct and enables us to retain associates who demonstrate the interest, ability and desire to be successful.

This policy applies to all associates except those who work in Field Logistics. Special considerations apply to associates employed less than 90 days and Home Office temporary associates.

Managers and supervisors should use the supplemental Coaching for Improvement Guide, available in the Resource section of the Online Coaching for Improvement system, for additional guidance in administering this policy.

First Written coaching  
Second Written coaching  
Third Written coaching  
Active coaching period  
Investigations and appropriate action  
Termination

### Resources

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Knowledge Center > Tools and  
Reports > Online Coaching for  
Improvement - Online PTL

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you sufficient time during your regularly scheduled shift to develop your plan and will then meet with you to review the plan, discuss your decision regarding making the required improvements, and take appropriate action based on your decision.

If you fail to submit an acceptable plan of action for a Second or Third Written level of coaching, you may be subject to further disciplinary action up to and including immediate termination.

If your unacceptable job performance or conduct warrants a level of coaching and you have already received a Third Written level of coaching within the previous 12 months, you will be subject to termination.

#### **Associates employed less than 90 days and Home Office temporary associates**

Associates employed less than 90 Days and Home Office temporary associates should be given verbal feedback regarding their performance and behavior. The formal coaching process is preferred, but not required.

Issues of performance should be addressed before an associate is terminated, allowing them an opportunity to meet company expectations. However, any performance issue may be grounds for termination.

#### **Active coaching period**

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When your supervisor or manager uses a level of coaching to inform you of unacceptable job performance or conduct requiring improvement, an active coaching period related to this issue begins and will continue for 12 months.

If you take a leave of absence during an active coaching period, the 12-month active coaching period will be suspended during the leave. Upon your return to work, the active coaching period will begin again.

If you terminate during an active coaching period, the level of coaching will continue to run for the duration of the initial 12-month period. If you are rehired during the initial 12-month period, you will still have an active coaching.

#### **Investigations and appropriate action**

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##### **Investigation**

When a supervisor or manager learns of reported or potential misconduct, she or he may need to conduct an investigation in order to determine what occurred and take appropriate action. If you refuse to cooperate in an investigation or fail to tell the truth during an investigation, you may be subject to disciplinary action up to and including termination.

We strictly prohibit retaliation for cooperating in an investigation. If you retaliate against another associate for cooperating in an investigation, you will be subject to disciplinary action up to and including termination.

##### **Action during investigation**

It may be necessary to put reasonable interim measures in place during an investigation, if the manager or supervisor conducting the investigation determines that such measures would be appropriate. Interim measures may include, but are not limited to, suspension or transfer.

Suspensions are unpaid. However, if you are suspended pending the outcome of a company investigation and the result is that the allegations against you are not substantiated, you will be returned to work and paid for all scheduled hours missed while suspended. You may use available PTO for your scheduled hours during your suspension. If you receive pay for any portion of the suspension because the allegations are not substantiated, PTO used during that time will be reinstated.

##### **Appropriate action**

If the investigation reveals that you have engaged in misconduct, your supervisor or manager will take appropriate action. The appropriate action will depend on the nature of the particular situation and may include coaching or immediate termination.

##### **Confidentiality**

We will make every reasonable effort to maintain the confidentiality of all parties involved in any investigation. We will disclose information only to those having a need to know in order to facilitate the investigation or its resolution. Any other disclosure constitutes a breach of confidentiality and will result in disciplinary action up to and including termination.

#### **Termination**

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If you receive a level of coaching and your job performance or conduct remains unacceptable, we may terminate your employment.

Additionally, if your unacceptable conduct is found to be serious, this may result in your immediate termination. In such cases, you will not be eligible for rehire. Examples of misconduct that may warrant immediate termination include, but are not limited to, the following:

- Violence or a safety violation, that creates a high risk of injury to people or damage to property.
- Intentional failure to follow a Walmart policy.
- Falsification of documentation.
- Theft, fraud or abuse of an associate benefit or other action involving financial integrity issues.
- Violation of federal, state or local statute or regulation through your work activities.
- Behavior identified in any of our policies that could result in an associate's immediate termination.

#### **For more information**

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If you have questions or need further guidance, please contact your HR representative.

This information does not create an express or implied contract of employment or any other contractual commitment. Walmart may modify this information at its sole discretion without notice, at any time, consistent with applicable law. Employment with Walmart is on an at-will basis, which means that either Walmart or the associate is free to terminate the employment relationship at any time for any or no reason, consistent with applicable law.

**Last Modified: March 1, 2016**

**CONFIDENTIAL INFORMATION**
**POM 206**  
**VCOG 217**
**Professional Accountability Matrix**  
 Health & Wellness Compliance

	Infraction	Supporting Policy or Resources in addition to Standards of Behavior (linked through POM 1712 or VCOG 1109)	Accountability for First Offense
1	Blatantly disregarding Standard Operating Procedures (SOP) including negligence and/or disregard for patient safety.	POM 1102 POM 1001-1031 VCOG 001 VCOG 002 VCOG 003	Termination
2	Knowingly or intentionally practicing, directing, or allowing any professional (including a pharmacist, technician, associate optometrist, optician, apprentice, intern) to practice or perform duties without a valid, required license/registration or without required supervision.	POM 203 POM 205 POM 1303 POM 1321 VCOG 1502  VCOG 1513	Termination
3	Knowingly or intentionally mislabeling or misbranding prescription medication, prescription spectacles, or contact lenses.  Knowingly or intentionally providing inaccurate or misleading information about the quality or nature of prescription medication, prescription spectacles, or contact lenses being sold or dispensed.  Knowingly or intentionally dispensing expired prescription medication, contact lenses (retail or diagnostic / trial lenses), or contact lens cleaning solutions.  Knowingly or intentionally administering expired prescription medications, immunizations / vaccinations (applicable to pharmacists and Care Clinic associates), or diagnostic drops (applicable to Associate Optometrists) to a patient.	POM 203 POM 205 POM 1303 VCOG 001 VCOG 002 VCOG 003 VCOG 1504 VCOG 1514	Termination
4	Dispensing prescription drugs, spectacles, or contact lenses from a prescription that the associate knew was forged or fraudulent, including, but not limited to, sting operations as described in POM 1703.	POM 1703 VCOG 1505	Termination
5	Filling and/or refilling prescriptions for drugs, spectacles, or contact lenses without prescriber authorization. This does not include the exercise of professional judgment in order to provide appropriate continuation of therapy in emergency or after-hours situations as allowed by state practice acts, provided that the Connexus emergency fill process is used.	POM 205 POM 1309 VCOG 1509 VCOG 1514	Termination

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**CONFIDENTIAL INFORMATION**
**POM 206**  
**VCOG 217**
**Professional Accountability Matrix**  
**Health & Wellness Compliance**

	Infraction	Supporting Policy or Resources in addition to Standards of Behavior (linked through POM 1712 or VCOG 1109)	Accountability for First Offense
6	Buying, trading, or obtaining any merchandise, including but not limited to prescription medications, spectacles, contact lenses, contact lens cleaning solutions, or medical devices, from an unauthorized supplier or source.	POM 810 VCOG 1515	Termination
7	Knowingly or intentionally altering or submitting inaccurate prescription information in order to obtain payment for prescription or OTC products, spectacles or contact lenses.  Knowingly billing for services not provided, or products or services not provided at the time of the service or sales transaction.	HW-01 POM 203 POM 1202 POM 1205 POM 1701 POM 1702 POM 1704 POM 1804 VCOG 1106 VCOG 1109	Termination
8	Failing to secure the pharmacy (as defined in POM 902) while exiting the building. Technicians or other non-pharmacists were allowed to remain in the pharmacy, while no pharmacist was present.	POM 902	Termination
9	Failing to secure the pharmacy (as defined in POM 902) while exiting the building. Technicians or other non-pharmacists were removed from the pharmacy.	POM 902	Minimum of 2 <sup>nd</sup> Written Coaching up to and Including Termination
10	Failing to secure the pharmacy (as defined in POM 902) while remaining in the building. Technicians or other non-pharmacists were allowed to remain in the pharmacy, while no pharmacist was present, for the purpose of shopping or other non-business related activities.	POM 902	Minimum of 2 <sup>nd</sup> Written Coaching up to and Including Termination
11	Failing to secure the pharmacy (as defined in POM 902) while remaining in the building. Technicians or other non-pharmacists were allowed to remain in the pharmacy, while no pharmacist was present, for the purpose of performing unapproved business activities outside of the pharmacy area. Pharmacists may exercise professional judgment to assist Customers/Members in OTC product selection in areas that briefly obstruct view of pharmacy.	POM 902	Progressive Coaching
12	Failing to secure the pharmacy (as defined in POM 902) while remaining in the building. Technicians or other non-pharmacists were removed from the pharmacy.	POM 902	Progressive Coaching
13	Allowing visitors, i.e., friends or family members, or those without a legitimate business reason, inside the licensed pharmacy space.	POM 902	Progressive Coaching up to and Including



**CONFIDENTIAL INFORMATION**

**POM 206**  
**VCOG 217**  
**Professional Accountability Matrix**  
 Health & Wellness Compliance

	Infraction	Supporting Policy or Resources in addition to Standards of Behavior (linked through POM 1712 or VCOG 1109)	Accountability for First Offense
			Termination
14	Failure to act, by any professional, supervising associate, or Pharmacy Manager / Vision Center Manager / Optical Manager, which results in any professional (including but not limited to a pharmacist, technician, associate optometrist, optician, apprentice, or intern) practicing, directing, or being allowed to perform duties without a required license/registration, on an expired license/registration, or without required supervision.	POM 203 POM 205 POM 1303 POM 1321 VCOG 1502 VCOG 1513	Minimum of 2 <sup>nd</sup> Written Coaching up to and Including Termination
15	Blatantly disregarding any section of the Vision Center Operations Guide (VCOGs) or the Pharmacy Operations Manual (POMs), excluding POM 1000 (refer to Infraction #1) or VCOG 001, 002, or 003.	All Sections of the POMs or VCOGs, except POM 1000 or VCOGs 001, 002, or 003	Progressive Coaching up to and Including Termination
16	Intentionally failing to report a prescription event.	POM 1102	Termination
17	Failure by the discovering pharmacist to report a prescription event within required timelines (day of discovery).	POM 1102	Progressive Coaching
18	Failing to complete a plan of action within the required timeline as specified in the Just Culture Program documentation following the task notification to complete.	Just Culture QI Program Documentation	Progressive Coaching
19	Inappropriately referring a patient (or patients) to a Health Care Business, or providing Support Services to a Health Care Tenant without a contractual relationship and compensation for such Support Services. <i>[Capitalized terms are defined in the relevant policies.]</i>	HW 01 VCOG 1506	Progressive Coaching
20	Failing to maintain records according to HW records procedures.	POM 1306 VCOG 1110	Progressive Coaching
<b>Immunizations Section</b>			
21	Administering immunization outside of the parameters of standing order	POM 205	Minimum Second Coaching, Up to and Including Termination
22	Failure to obtain, retain, or transmit patient-critical information prior to administering immunizations	POM 1014	Minimum Second Coaching, Up to and Including Termination
23	Falsifying or forging immunization documents	POM 1014	Termination
24	Administering immunizations in a non-approved off-site administration site		Termination
25	Inappropriate use or disclosure of patient information for solicitation of immunizations	POM 1624	Progressive Coaching
26	Failure to follow SOPs for immunization storage, handling, or	Storing and Handling	Progressive



**CONFIDENTIAL INFORMATION**
**POM 206**  
**VCOG 217**
**Professional Accountability Matrix**  
**Health & Wellness Compliance**

	Infraction	Supporting Policy or Resources in addition to Standards of Behavior (linked through POM 1712 or VCOG 1109)	Accountability for First Offense
	administration	Immunizations SOP	Coaching, Up to and Including Termination
27	Administering immunization without proper state-required credentials	POM 1321	Minimum Second Coaching, Up to and Including Termination
28	Self-administration of immunization	POM 205	Termination
29	Submitting a third-party claim to insurance but not administering immunization	POM 1711	Termination

This matrix is intended to complement the Operational Compliance Accountability Matrix established by Corporate Compliance. Each infraction will be reviewed independently and the level of discipline imposed may vary from the "First Offense" column of the chart depending on the severity of the infraction and other relevant circumstances. This list is not all-inclusive and associates may be disciplined for any reason consistent with applicable law and company policy. This matrix does not create an express or implied contract of employment or any other contractual commitment. Wal-Mart may modify this matrix at its sole discretion without notice, at any time, consistent with applicable law. Employment with Wal-Mart is on an at-will basis, which means that either Wal-Mart or the associate is free to terminate the employment relationship at any time for any or no reason, consistent with applicable law.

**CONFIDENTIAL INFORMATION**

## **POM 1101**

### **Quality Improvement Program**

Quality Improvement

- Introduction** The Quality Improvement Program was developed to monitor, assess, and continuously improve the level of care, patient safety, and quality of service that we provide our patients and customers/members every day. In support of these goals, the Quality Improvement (QI) team performs an ongoing evaluation and assessment of the program's policies and procedures, patient safety performance indicators, prescription event monitoring, as well as training and retraining of our pharmacy teams and field leadership.
- Quality Tools** To support our pharmacy teams in the provision of high quality patient care, the QI team has developed tools and resources that will assist in the proper execution of Connexus SOPs and reduce the occurrence of prescription events. It is mandatory that each of these tools be utilized and/or followed to promote a safe filling process. These tools include:
- Connexus Standard Operational Procedures (SOP) 1000 series POMS
  - Safety Culture Reporting Tool (SCRT)
  - SOP Training and retraining GLMS
  - Root Cause Analysis
  - Continuous Quality Improvement team sessions
- Quality Initiatives** In addition to the Quality tools listed above, the QI program has developed and/or supports the following clinical initiatives. They include:
- Pharmacist Clinical Services
  - Patient Safety Initiatives
  - Medication Therapy Management
  - Pharmacist Administered Immunization Delivery
- Conclusion** The Quality Improvement program is committed to delivering high quality patient care and outcomes through ongoing activities that evaluate, educate, communicate, and support the field teams in the area of quality improvement and patient safety.

**CONFIDENTIAL INFORMATION****POM 1014**
**Administering the Immunizations**  
 Health and Wellness Standard Operating Procedures

**Applies To:** All (Pharmacy) associates of Wal-Mart Stores, Inc. and its U.S. subsidiaries ("Walmart"), including Sam's Club and Puerto Rico associates.

**Procedure Introduction** At Walmart/Sam's Club, a patient can receive an immunization on a walk-in basis as part of your pharmacy's normal workflow and dispensing functions. This process explains how pharmacists and pharmacy technicians support the immunization process in the pharmacy.

The objective of this procedure is to illustrate the process for processing and administering an immunization as an efficient part of the pharmacy's responsibilities.

- Notes:**
- Due to state specific laws, some immunizations can be prescribed for pharmacist dispensing and administration using a standing order, a physician's prescription, or pharmacist's prescriptive authority.
  - The standing order specifically identifies what immunizations can be administered to patients based on certain demographics and social history. Carefully review the standing order before using the standing order as a prescription for a patient's immunizations.
  - Vaccines permitted for pharmacist administration will vary by state.
    - The pharmacist must act in accordance with the state law.
    - Vaccines must always be dispensed and administered, they cannot be dispensed from the pharmacy for administration elsewhere by another medical provider
  - Ages permitted for immunization administration vary by vaccine type according to the ACIP/CDC guidelines, state law, and Wal-Mart Stores, Inc. corporate policy.
    - Pharmacists must follow the strictest requirement of all three.
    - Refer to the **State Specific Guidelines** on the Toolkit for guidance.

**Objective** The objective of this procedure is to provide special guidance to the pharmacy technician on how to provide the necessary information to a patient/legal guardian requesting an immunization, to input the immunization, and to fill the prescription. Additionally, this POM was created to aid the pharmacist in their role to dispense and administer the

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**Administering the Immunizations**  
 Health and Wellness Standard Operating Procedures

immunization

**Processing  
the  
Immunization**

After all appropriate documents are completed and returned to the Drop Off technician, the Drop Off technician may process the immunization. There are various ways the pharmacy may receive an order for an immunization. Always follow the State Specific Guidelines when processing an order regardless of the source of the order. An order for an immunization may be a patient specific prescription from a prescriber which may be an electronic prescription, a faxed copy of a prescription, or a called in verbal prescription. The prescriber may also give the patient a hard copy prescription during their office visit. Alternatively, if the State Specific Guidelines allow it, the pharmacist may also have prescriptive authority and may write a patient specific prescription. Standing Orders, where allowed by the state, may also be used to process a prescription. The Standing Orders define the criteria that must be met for the patient to be immunized and are aligned with the State Specific Guidelines.

Prescriptions may be processed at Drop Off and sent to the pharmacist at Input Verification, or they may be processed at drop off and sent to the technician for input. These are outlined below.

**Drop Off**

The immunization services provided by the pharmacy will vary between states. If the State Specific Guidelines outline the use of a Standing Order or Pharmacist Prescriptive Authority, the pharmacy technician may use the Connexus automated platform to create a prescription order from the Drop Off Screen. The use of this feature requires the Immunization Settings to be completed by the pharmacist prior to using. The Drop Off Technician may use the following notes to enter the information:

- Retrieve the patient profile in Connexus
- Order Priority is "In-Store" when the patient is waiting
- Review patient demographics and update as necessary
- Confirm the Primary Care Physician
- Choose the correct IMZ from the "Drug" drop down menu
- Select the authorizing and administering pharmacist (when Pharmacist Prescriptive Authority is used)
- Enter the Administration Date (defaults to current date)
- Select "Add Order"
- Select "Accept"

Once the drop off technician has completed the initial data entry, the immunization goes on to adjudication by third party (if applicable). Input is completed automatically and the yellow hard copy prescription is stamped with drug and patient information. The order then goes to input verification

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**Administering the Immunizations**  
 Health and Wellness Standard Operating Procedures

at the pharmacist station. Immunizations with multiple VIS sheets may not be entered using the Connexus automated system, these will be scanned into the system using page one of the standing order or pharmacist initiated prescription.

**Input**

At Input, the technician will use one of the three processes below based on the patient and parameters outlined:

**Using a Prescription to Process an Immunization**

When a prescriber submits an electronic, faxed, or verbal prescription to the pharmacy, the pharmacy technician will enter the information and place the immunization on hold until the patient/legal guardian is physically present in the store and completes the PQCF. If a patient/legal guardian presents a prescription to the pharmacy, complete the data entry as is usual for hard copy prescriptions in the pharmacy. Prescriptions must fall within state guidelines and Walmart policy. The pharmacy technician will place a bar code on the prescription, will scan the prescription order into Connexus, and will be dropped "in-store" when the patient is waiting for the immunization.

**Using Prescriptive Authority to Process an Immunization**

When a patient/legal guardian approaches the pharmacy for an immunization in a state which pharmacists have prescriptive authority, the pharmacist will recommend immunizations and execute a prescription for that patient. The State Specific Guidelines define the criteria regarding Prescriptive Authority. The pharmacist may write for CDC/ACIP recommended immunization prescriptions within the state guidelines and Walmart policy. The pharmacist initiated prescription will then be used for the patient/legal guardian. The technician will complete the data entry at **drop off** for a pharmacist initiated prescription, as mentioned previously. If an immunization is chosen which contains multiple vaccine information statements, then the prescription will be written by the pharmacist. The pharmacy technician will place a bar code on the pharmacist initiated prescription, will scan the order into Connexus, and will select the order type "in-store" when the patient is waiting for the prescription.

**Using the Standing Orders to Process an Immunization**

A patient/legal guardian may request an immunization in the pharmacy without a prescription. The pharmacy may provide the immunization if the pharmacy has a Standing Order which outlines administration of the immunization the patient/legal guardian is requesting. The Standing Order



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will be used if the patient meets the criteria of the standing order. The Standing Order is a document authorized by a physician that provides specific instructions for providing medication or medical services to a group of patients. Standing Orders may have different titles depending on the state law. Standing Orders may be found on the Toolkit on the WIRE. A copy of the Standing Order should be printed and available in the immunization binder. Page one of your standing orders will be used as the prescription for the immunization.

- Notes:**
- Please note that Standing Orders change and must be renewed, this usually occurs once a year.
  - When changes occur, you will be notified through the QPC WIRE communications, your pharmacy manager, and through your MHWD/RxMM.
  - Follow all instructions provided when transitioning to a new Standing Order.
  - Retain one copy of expired standing orders in the pharmacy file cabinet under "standing orders". These must be retained per your state board of pharmacy requirements, and corporate record retention guidelines (POM 1306)

While the patient is at the drop-off window, enter all necessary information and follow the "Drop Off for Success" SOP. The pharmacy technician should ask the patient/legal guardian if they would like to be signed up for ready reminder to notify them that their immunization is ready for administration. If the patient/legal guardian refuses, the pharmacy technician should ask the patient/legal guardian to remain in the pharmacy area.

Prescription orders that are hard copies, faxes, electronic, or verbal orders, the pharmacy technician will input the immunization information in the same manner as if it were a medication. Use the following notes to enter the information:

- For the SIG code: Enter "IMZ"
- Refills: 0
- DAW code: 0
- Prescriber field: Enter the name of the name of prescriber from the prescription, standing order physician, or the pharmacist with prescriptive authority
- Use the DEA for a medical prescriber and use the NPI for a pharmacist with prescriptive authority when selecting prescribers
- Day Supply: 1

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**Administering the Immunizations**  
 Health and Wellness Standard Operating Procedures
**Four Point**

- Rx written date: the date on the patient specific prescription or current date when using the standing order or prescriptive authority
- Expiration Date: one year after the date is written, unless the physician and/or state regulations specify differently
- Priority Status: In Store
- In the Order Comment Field enter "IMZ"

After all information has been entered and re-verified into Connexus, the pharmacy technician will take the completed PQCF to the pending wire rack marked "pending IMZ" that is located to the left of the pharmacist work station. At input verification (4 Point), the pharmacist will complete the following:

- The pharmacist will review the PQCF when they receive the order at 4-point
- The patient profile will be reviewed and the boxes on the left of the form will be initialed by the pharmacist to verify that the information is correct
- If any questions have been answered "yes", or if they require additional validation, the pharmacist will confirm eligibility with the patient/legal guardian and/or physician. The pharmacist will document all discussions on the PQCF and initial any changes.
- Some states require that the pharmacist review the state registry profile of the patient prior to administering the vaccine. Refer to your state specific guidelines document on the toolkit.
- If appropriate the pharmacist will accept the four point verification screen, and place the Consent Form back on the top file rack marked "Pending IMZ".
- If the patient is unable to receive an immunization that day, refer the patient to their PCP and shred all documents immediately.

If any contraindications or other issues are identified while reviewing the Patient Questionnaire and Consent Form, or any other patient information, discuss the issue with the patient at the counseling window. Call the patient's primary care physician if questions are not yet resolved. Document all information on the original prescription/PQCF. Any contraindications MUST be addressed PRIOR to administering the immunization. All certified pharmacists must confirm that the patient meets all the requirements of the Standing Order before it is used as the prescription for the patient. If the patient does not meet the Standing Order criteria, or criteria for prescriptive authority (if allowed in your state), the certified pharmacist must secure a patient-specific prescription from a licensed physician.

The certified pharmacist must refer to the "Master Copy" of the Standing



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Order that covers your pharmacy to confirm that the patient meets the criteria if there is any question if the patient is covered (for example, only patients over 60 can be given a shingles immunization using the Standing Order). Confirm that the patient meets the Standing Order criteria before using it to administer or bill the immunization to insurance.

**Filling**

The pharmacy technician will scan a bag and proceed to filling the immunization. The filling tech will retrieve the PQCF and the correct immunization product from the refrigerator or freezer, will scan the product, and will print two labels. One label with the corresponding immunization product will be placed within a Ziplock bag (do not label the Ziplock bag). The filling tech will write the immunization NDC from the product onto the second label, will initial the label, and will place this with the Patient Questionnaire and Consent Form/VAR into the fill bag. The Ziplock bag with both the label and the immunization in the Ziplock bag is returned to the refrigerator/freezer by the filling technician. The filling pharmacy technician will place the bag with the PQCF on the Visual Verify rack.

**Visual Verification**

At Visual Verify, the pharmacist will retrieve the bag when it is prompted by bag color and number in Connexus, and the pharmacist will perform visual verification of the prescription. The pharmacist will complete Visual Verify by checking that the prescription label matches what is requested on the PQCF, will verify patient information, and will confirm the NDC written by the technician on the label matches the Connexus product. The pharmacist will affix the label on the PQCF and place the form back into the bag along with a "Fridge" location card. The bag then goes on the Bagging rack.

**Bagging**

The bagging associate will bag as normal by scanning the label on the back of the consent form and the bag bar code. The bagging associate will confirm that the "Fridge" location card is in the bag. This will remind the associate at TASCO that this is an immunization.

**Checkout**

When the patient is ready, the cashier should retrieve the bag from the will call bin, and complete the checkout process following the normal Tasco and checkout procedure. The cashier will staple the receipt to the patient leaflet, fold the leaflet in half to protect patient HIPAA information, and place the leaflet and receipt back in the bag. This bag is then placed on the "Pending IMZ" file rack, and the cashier directs the patient to the administration area and notifies the pharmacist that the patient is ready for their immunization.

The pharmacist retrieves the bag and the appropriate vaccine from the

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**Administration** refrigerator/freezer, matching the label name to the leaflet, retrieves the Immunization supply basket/cart, and fills in the section of the Patient Questionnaire and Consent Form entitled "Administrative Record". Prepare the vaccine for injection – either by drawing the vaccine into an empty syringe from the container hub, or by attaching a needle to a pre-filled syringe. The pharmacist must wash their hands with antibacterial soap and must change into a clean pair of gloves in between immunizing different patients before vaccine administration.

The immunization tote contains the following, otherwise the immunization may not be administered. Check expiration date of Epipens before administration, when three Epipens are not present, administration of immunizations must stop until three Epipens are in stock. Always ensure the Blood Pressure machine has working batteries and that it is readily retrievable from a designated pharmacy area.

**Immunization Cart/Tote Supplies**

- THREE epinephrine pens (adult and pediatric, if pediatric immunization allowed by state)
- Oral Benadryl
- Injectable Benadryl if required by state
- Nitrile Gloves
- CPR mask
- Blood Pressure machine and cuff
- Latex-free Band-aids
- Cotton balls
- Alcohol swabs

**Preparation for Immunization Administration**

Have the patient sit at the immunization table with the pharmacist. This will make the patient more comfortable for the immunization and prevent any harm if the patient becomes faint. If a patient is challenged with mobile access or must use the aid of a wheelchair or other device, ensure that the patient is behind the privacy panels. Patients do not have to use the chairs that are behind the panels if they are sitting and can be accommodated behind the privacy screen. This is the only area that you may provide immunizations. You may not provide immunizations over the counseling window across from the patient. Immunization locations can vary depending on your pharmacy layout, but all placements must meet the guidelines contained in Toolkit on the Wire. Locations will have two chairs and a flat surface (pharmacy counter or small table), or will be designated at

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the patient waiting area. The pharmacy privacy screen must be set-up at the immunization table and provide appropriate privacy at all times.

**Perform All Steps When Administering the Immunization**

1. When the patient has been seated behind the privacy counter, the pharmacist retrieves the immunization from the refrigerator or freezer and verifies patient information.
2. Assemble prefilled syringes prior to walking out of the pharmacy. Reconstitute immunizations if necessary. When reconstituting with safety devices, safety devices must be activated prior to disposing of in the sharps container. When reconstituting with a non-safety device needle, recapping occurs with the cap on the counter top and the "scooping method" to retrieve the cap prior to tightening. Only OSHA approved devices may be used for patient administration and must be attached to the syringe prior to moving to the patient area.
3. Verify with the patient/legal guardian the patient name and the type of immunization the patient is expecting to receive using open-ended questions.
4. Review the PQCF and identify any contraindications for the requested vaccine. If the patient has noted any issue of concern that has not previously been addressed, address the patient's question or health condition where possible. If the patient is a candidate for an additional vaccine(s) or a different vaccine, educate the patient about the available immunizations based on their PQCF and social history.

**Inject the immunization**

Always keep your eyes on the needle. The Administering Pharmacist is the final check for the immunization at the time of administration and holds responsibility for that prescription.

- Use one hand to hold the patient's injection site and the other hand to hold the syringe – do not switch the syringe between hands. Ensure that the hand holding the syringe is on the **same side** of your body as the used sharp's container. Use a smooth motion to administer the immunization.
- Withdraw the needle in the same smooth motion and angle in which it was inserted. Always activate the safety mechanism **before**

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placing the syringe into the used sharps container. Always hold the syringe over the sharps container while activating the safety device (if not activating as part of the injection process; Vanish point devices only) to avoid an accidental spray of vaccine.

The immunization is now complete!

- Ask the patient to remain in the store/club and preferable at the pharmacy for 20 minutes in case they begin to feel unwell. Thank the patient for coming to the pharmacy for their immunization.
- Ask the patient to please come back again for any pharmacy needs. **Do not leave your patient if they feel dizzy or un-well immediately following the immunization.** Review the SOP "Adverse Events" for more detailed information about specific Adverse Event conditions. If your patient experiences a severe adverse reaction following the immunization, **immediately call 911.** Ask a pharmacy technician to begin immediately taking notes to document the pharmacy's response to the situation – these notes will aid medical personnel when they arrive. If your patient experiences a mild adverse reaction following the immunization, render aid to your patient according to the adverse events procedure and contact your patient's primary health care provider for further instructions. Do not leave your patient until such time as help arrives or the patient expressly acknowledges that all symptoms of the adverse reaction have passed. Confirm with your patient that they feel well-enough to be left unattended before returning to the pharmacy area.
- Complete the administrative portion of the Patient Questionnaire and Consent Form as the administering pharmacist. The Administering Pharmacist is the final check for the immunization at the time of administration and holds responsibility for that prescription. Instruct a pharmacy technician to check that all parts of the VAR have been filled out.

**Reporting**

Once counseling has been documented in Connexus, the "Service Admin" queue will populate fifteen minutes later with the screen that must have immunization details entered. This may be done by a technician or a pharmacist and must be done on a computer that has a scanner attached. Prescriptions which are hard copies, electronic prescriptions, faxed in, or called in will not be automatically reported. The prescriptions will go to the "Fax In Box" the following day to remind associates that they must be reported manually if required by state law.

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- The Patient "Clinical Services Information Screen" must have all details completed. Once all information has been entered, scan the Patient Questionnaire and Consent Form/VAR and select "accept" to save the administration details. Once this is completed, the system will send a fax with a cover page to the primary care physician that was selected on the patient maintenance screen. Reporting to STC, which reports to state registries, is also done automatically for all states (excluding North Carolina) unless the patient has indicated that they do not want their information transmitted. The standing order physician will also receive a fax. Transmission failures will be sent to the resolution inbox, and an associate will submit the information manually. Pharmacy technician should file the completed Patient Questionnaire and Consent Form in your file folder for immunizations on the Wal-Mart side.
- Sam's Club associates have an additional requirement to place the completed consent form in the immunization binder for one month. On the first of the month, the technician will move the completed forms into a manila folder labeled with the month and year and place the folder in a storage box. The storage box will be stored in the pharmacy for at least a year and then when full it will be stored back in the retention cage for the remainder of the 10 year retention period. These documents cannot be destroyed without express written authorization from Walmart/Sam's Club Health and Wellness Compliance.

The improper use of a Standing Order constitutes a violation of company procedure and may result in disciplinary action up to and including termination of employment.\*Failure to successfully follow any part of this procedure may result in disciplinary action, up to and including termination of employment.

**Resources**

- WIRE Immunization Toolkit
- Market Health & Wellness Director/Sam's Rx Market Manager
- H&W Clinical Services team

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## POM 1014

### Administering the Immunizations Health and Wellness Standard Operating Procedures

**Applies To:** All (Pharmacy) associates of Wal-Mart Stores, Inc. and its U.S. subsidiaries ("Walmart"), including Sam's Club and Puerto Rico associates.

**Procedure Introduction** At Walmart/Sam's Club, a patient can receive an immunization on a walk-in basis as part of your pharmacy's normal workflow and dispensing functions. This process explains how pharmacists and pharmacy technicians support the immunization process in the pharmacy.

The objective of this procedure is to illustrate the process for processing and administering an immunization as an efficient part of the pharmacy's responsibilities.

- Notes:**
- Due to state specific laws, some immunizations can be prescribed for pharmacist dispensing and administration using a standing order, a physician's prescription, or pharmacist's prescriptive authority.
  - The standing order specifically identifies what immunizations can be administered to patients based on certain demographics and social history. Carefully review the standing order before using the standing order as a prescription for a patient's immunizations.
  - Vaccines permitted for pharmacist administration will vary by state.
    - The pharmacist must act in accordance with the state law.
    - Vaccines must always be dispensed and administered, they cannot be dispensed from the pharmacy for administration elsewhere by another medical provider
  - Ages permitted for immunization administration vary by vaccine type according to the ACIP/CDC guidelines, state law, and Wal-Mart Stores, Inc. corporate policy.
    - Pharmacists must follow the strictest requirement of all three.
    - Refer to the **State Specific Guidelines** on the Toolkit for guidance.

**Objective** The objective of this procedure is to provide special guidance to the pharmacy technician on how to provide the necessary information to a patient/legal guardian requesting an immunization, to input the immunization, and to fill the prescription. Additionally, this POM was created to aid the pharmacist in their role to dispense and administer the



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immunization

**Processing  
the  
Immunization**

After all appropriate documents are completed and returned to the Drop Off technician, the Drop Off technician may process the immunization. There are various ways the pharmacy may receive an order for an immunization. Always follow the State Specific Guidelines when processing an order regardless of the source of the order. An order for an immunization may be a patient specific prescription from a prescriber which may be an electronic prescription, a faxed copy of a prescription, or a called in verbal prescription. The prescriber may also give the patient a hard copy prescription during their office visit. Alternatively, if the State Specific Guidelines allow it, the pharmacist may also have prescriptive authority and may write a patient specific prescription. Standing Orders, where allowed by the state, may also be used to process a prescription. The Standing Orders define the criteria that must be met for the patient to be immunized and are aligned with the State Specific Guidelines.

Prescriptions may be processed at Drop Off and sent to the pharmacist at Input Verification, or they may be processed at drop off and sent to the technician for input. These are outlined below.

**Drop Off**

The immunization services provided by the pharmacy will vary between states. If the State Specific Guidelines outline the use of a Standing Order or Pharmacist Prescriptive Authority, the pharmacy technician may use the Connexus automated platform to create a prescription order from the Drop Off Screen. The use of this feature requires the Immunization Settings to be completed by the pharmacist prior to using. The Drop Off Technician may use the following notes to enter the information:

- Retrieve the patient profile in Connexus
- Order Priority is "In-Store" when the patient is waiting
- Review patient demographics and update as necessary
- Confirm the Primary Care Physician
- Choose the correct IMZ from the "Drug" drop down menu
- Select the authorizing and administering pharmacist (when Pharmacist Prescriptive Authority is used)
- Enter the Administration Date (defaults to current date)
- Select "Add Order"
- Select "Accept"

Once the drop off technician has completed the initial data entry, the immunization goes on to adjudication by third party (if applicable). Input is completed automatically and the yellow hard copy prescription is stamped with drug and patient information. The order then goes to input verification



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at the pharmacist station. Immunizations with multiple VIS sheets may not be entered using the Connexus automated system, these will be scanned into the system using page one of the standing order or pharmacist initiated prescription.

**Input**

At Input, the technician will use one of the three processes below based on the patient and parameters outlined:

**Using a Prescription to Process an Immunization**

When a prescriber submits an electronic, faxed, or verbal prescription to the pharmacy, the pharmacy technician will enter the information and place the immunization on hold until the patient/legal guardian is physically present in the store and completes the PQCF. If a patient/legal guardian presents a prescription to the pharmacy, complete the data entry as is usual for hard copy prescriptions in the pharmacy. Prescriptions must fall within state guidelines and Walmart policy. The pharmacy technician will place a bar code on the prescription, will scan the prescription order into Connexus, and will be dropped "in-store" when the patient is waiting for the immunization.

**Using Prescriptive Authority to Process an Immunization**

When a patient/legal guardian approaches the pharmacy for an immunization in a state which pharmacists have prescriptive authority, the pharmacist will recommend immunizations and execute a prescription for that patient. The State Specific Guidelines define the criteria regarding Prescriptive Authority. The pharmacist may write for CDC/ACIP recommended immunization prescriptions within the state guidelines and Walmart policy. The pharmacist initiated prescription will then be used for the patient/legal guardian. The technician will complete the data entry at **drop off** for a pharmacist initiated prescription, as mentioned previously. If an immunization is chosen which contains multiple vaccine information statements, then the prescription will be written by the pharmacist. The pharmacy technician will place a bar code on the pharmacist initiated prescription, will scan the order into Connexus, and will select the order type "in-store" when the patient is waiting for the prescription.

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- Notes:**
- Please note that Standing Orders change and must be renewed, this usually occurs once a year.
  - When changes occur, you will be notified through the QPC WIRE communications, your pharmacy manager, and through your MHWD/RxMM.
  - Follow all instructions provided when transitioning to a new Standing Order.
  - Retain one copy of expired standing orders in the pharmacy file cabinet under "standing orders". These must be retained per your state board of pharmacy requirements, and corporate record retention guidelines (POM 1306)

While the patient is at the drop-off window, enter all necessary information and follow the "Drop Off for Success" SOP. The pharmacy technician should ask the patient/legal guardian if they would like to be signed up for ready reminder to notify them that their immunization is ready for administration. If the patient/legal guardian refuses, the pharmacy technician should ask the patient/legal guardian to remain in the pharmacy area.

Prescription orders that are hard copies, faxes, electronic, or verbal orders, the pharmacy technician will input the immunization information in the same manner as if it were a medication. Use the following notes to enter the information:

- For the SIG code: Enter "IMZ"
- Refills: 0
- DAW code: 0
- Prescriber field: Enter the name of the name of prescriber from the prescription, standing order physician, or the pharmacist with prescriptive authority
- Use the DEA for a medical prescriber and use the NPI for a pharmacist with prescriptive authority when selecting prescribers
- Day Supply: 1

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**Four Point**

- Rx written date: the date on the patient specific prescription or current date when using the standing order or prescriptive authority
- Expiration Date: one year after the date is written, unless the physician and/or state regulations specify differently
- Priority Status: In Store
- In the Order Comment Field enter "IMZ"

After all information has been entered and re-verified into Connexus, the pharmacy technician will take the completed PQCF to the pending wire rack marked "pending IMZ" that is located to the left of the pharmacist work station. At input verification (4 Point), the pharmacist will complete the following:

- The pharmacist will review the PQCF when they receive the order at 4-point
- The patient profile will be reviewed and the boxes on the left of the form will be initialed by the pharmacist to verify that the information is correct
- If any questions have been answered "yes", or if they require additional validation, the pharmacist will confirm eligibility with the patient/legal guardian and/or physician. The pharmacist will document all discussions on the PQCF and initial any changes.
- Some states require that the pharmacist review the state registry profile of the patient prior to administering the vaccine. Refer to your state specific guidelines document on the toolkit.
- If appropriate the pharmacist will accept the four point verification screen, and place the Consent Form back on the top file rack marked "Pending IMZ".
- If the patient is unable to receive an immunization that day, refer the patient to their PCP and shred all documents immediately.

If any contraindications or other issues are identified while reviewing the Patient Questionnaire and Consent Form, or any other patient information, discuss the issue with the patient at the counseling window. Call the patient's primary care physician if questions are not yet resolved. Document all information on the original prescription/PQCF. Any contraindications MUST be addressed PRIOR to administering the immunization. All certified pharmacists must confirm that the patient meets all the requirements of the Standing Order before it is used as the prescription for the patient. If the patient does not meet the Standing Order criteria, or criteria for prescriptive authority (if allowed in your state), the certified pharmacist must secure a patient-specific prescription from a licensed physician.

The certified pharmacist must refer to the "Master Copy" of the Standing

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Order that covers your pharmacy to confirm that the patient meets the criteria if there is any question if the patient is covered (for example, only patients over 60 can be given a shingles immunization using the Standing Order). Confirm that the patient meets the Standing Order criteria before using it to administer or bill the immunization to insurance.

#### Filling

The pharmacy technician will scan a bag and proceed to filling the immunization. The filling tech will retrieve the PQCF and the correct immunization product from the refrigerator or freezer, will scan the product, and will print two labels. One label with the corresponding immunization product will be placed within a Ziplock bag (do not label the Ziplock bag). The filling tech will write the immunization NDC from the product onto the second label, will initial the label, and will place this with the Patient Questionnaire and Consent Form/VAR into the fill bag. The Ziplock bag with both the label and the immunization in the Ziplock bag is returned to the refrigerator/freezer by the filling technician. The filling pharmacy technician will place the bag with the PQCF on the Visual Verify rack.

#### Visual Verification

At Visual Verify, the pharmacist will retrieve the bag when it is prompted by bag color and number in Connexus, and the pharmacist will perform visual verification of the prescription. The pharmacist will complete Visual Verify by checking that the prescription label matches what is requested on the PQCF, will verify patient information, and will confirm the NDC written by the technician on the label matches the Connexus product. The pharmacist will affix the label on the PQCF and place the form back into the bag along with a "Fridge" location card. The bag then goes on the Bagging rack.

#### Bagging

The bagging associate will bag as normal by scanning the label on the back of the consent form and the bag bar code. The bagging associate will confirm that the "Fridge" location card is in the bag. This will remind the associate at TASCO that this is an immunization.

#### Checkout

When the patient is ready, the cashier should retrieve the bag from the will call bin, and complete the checkout process following the normal Tasco and checkout procedure. The cashier will staple the receipt to the patient leaflet, fold the leaflet in half to protect patient HIPAA information, and place the leaflet and receipt back in the bag. This bag is then placed on the "Pending IMZ" file rack, and the cashier directs the patient to the administration area and notifies the pharmacist that the patient is ready for their immunization.

The pharmacist retrieves the bag and the appropriate vaccine from the

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**Administration** refrigerator/freezer, matching the label name to the leaflet, retrieves the Immunization supply basket/cart, and fills in the section of the Patient Questionnaire and Consent Form entitled "Administrative Record". Prepare the vaccine for injection – either by drawing the vaccine into an empty syringe from the container hub, or by attaching a needle to a pre-filled syringe. The pharmacist must wash their hands with antibacterial soap and must change into a clean pair of gloves in between immunizing different patients before vaccine administration.

The immunization tote contains the following, otherwise the immunization may not be administered. Check expiration date of Epipens before administration, when three Epipens are not present, administration of immunizations must stop until three Epipens are in stock. Always ensure the Blood Pressure machine has working batteries and that it is readily retrievable from a designated pharmacy area.

**Immunization Cart/Tote Supplies**

- THREE epinephrine pens (adult and pediatric, if pediatric immunization allowed by state)
- Oral Benadryl
- Injectable Benadryl if required by state
- Nitrile Gloves
- CPR mask
- Blood Pressure machine and cuff
- Latex-free Band-aids
- Cotton balls
- Alcohol swabs

**Preparation for Immunization Administration**

Have the patient sit at the immunization table with the pharmacist. This will make the patient more comfortable for the immunization and prevent any harm if the patient becomes faint. If a patient is challenged with mobile access or must use the aid of a wheelchair or other device, ensure that the patient is behind the privacy panels. Patients do not have to use the chairs that are behind the panels if they are sitting and can be accommodated behind the privacy screen. This is the only area that you may provide immunizations. You may not provide immunizations over the counseling window across from the patient. Immunization locations can vary depending on your pharmacy layout, but all placements must meet the guidelines contained in Toolkit on the Wire. Locations will have two chairs and a flat surface (pharmacy counter or small table), or will be designated at



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the patient waiting area. The pharmacy privacy screen must be set-up at the immunization table and provide appropriate privacy at all times.

**Perform All Steps When Administering the Immunization**

1. When the patient has been seated behind the privacy counter, the pharmacist retrieves the immunization from the refrigerator or freezer and verifies patient information.
2. Assemble prefilled syringes prior to walking out of the pharmacy. Reconstitute immunizations if necessary. When reconstituting with safety devices, safety devices must be activated prior to disposing of in the sharps container. When reconstituting with a non-safety device needle, recapping occurs with the cap on the counter top and the "scooping method" to retrieve the cap prior to tightening. Only OSHA approved devices may be used for patient administration and must be attached to the syringe prior to moving to the patient area.
3. Verify with the patient/legal guardian the patient name and the type of immunization the patient is expecting to receive using open-ended questions.
4. Review the PQCF and identify any contraindications for the requested vaccine. If the patient has noted any issue of concern that has not previously been addressed, address the patient's question or health condition where possible. If the patient is a candidate for an additional vaccine(s) or a different vaccine, educate the patient about the available immunizations based on their PQCF and social history.

**Inject the immunization**

Always keep your eyes on the needle. The Administering Pharmacist is the final check for the immunization at the time of administration and holds responsibility for that prescription.

- Use one hand to hold the patient's injection site and the other hand to hold the syringe – do not switch the syringe between hands. Ensure that the hand holding the syringe is on the **same side** of your body as the used sharp's container. Use a smooth motion to administer the immunization.
- Withdraw the needle in the same smooth motion and angle in which it was inserted. Always activate the safety mechanism **before**

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placing the syringe into the used sharps container. Always hold the syringe over the sharps container while activating the safety device (if not activating as part of the injection process; Vanish point devices only) to avoid an accidental spray of vaccine.

The immunization is now complete!

- Ask the patient to remain in the store/club and preferable at the pharmacy for 20 minutes in case they begin to feel unwell. Thank the patient for coming to the pharmacy for their immunization.
- Ask the patient to please come back again for any pharmacy needs. **Do not leave your patient if they feel dizzy or un-well immediately following the immunization.** Review the SOP "Adverse Events" for more detailed information about specific Adverse Event conditions. If your patient experiences a severe adverse reaction following the immunization, **immediately call 911.** Ask a pharmacy technician to begin immediately taking notes to document the pharmacy's response to the situation – these notes will aid medical personnel when they arrive. If your patient experiences a mild adverse reaction following the immunization, render aid to your patient according to the adverse events procedure and contact your patient's primary health care provider for further instructions. Do not leave your patient until such time as help arrives or the patient expressly acknowledges that all symptoms of the adverse reaction have passed. Confirm with your patient that they feel well-enough to be left unattended before returning to the pharmacy area.
- Complete the administrative portion of the Patient Questionnaire and Consent Form as the administering pharmacist. The Administering Pharmacist is the final check for the immunization at the time of administration and holds responsibility for that prescription. Instruct a pharmacy technician to check that all parts of the VAR have been filled out.

**Reporting**

Once counseling has been documented in Connexus, the "Service Admin" queue will populate fifteen minutes later with the screen that must have immunization details entered. This may be done by a technician or a pharmacist and must be done on a computer that has a scanner attached. Prescriptions which are hard copies, electronic prescriptions, faxed in, or called in will not be automatically reported. The prescriptions will go to the "Fax In Box" the following day to remind associates that they must be reported manually if required by state law.

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The Patient "Clinical Services Information Screen" must have all details completed. Once all information has been entered, scan the Patient Questionnaire and Consent Form/VAR and select "accept" to save the administration details. Once this is completed, the system will send a fax with a cover page to the primary care physician that was selected on the patient maintenance screen. Reporting to STC, which reports to state registries, is also done automatically for all states (excluding North Carolina) unless the patient has indicated that they do not want their information transmitted. The standing order physician will also receive a fax. Transmission failures will be sent to the resolution inbox, and an associate will submit the information manually. Pharmacy technician should file the completed Patient Questionnaire and Consent Form in your file folder for immunizations. Refer to POM 1306 for corporate record retention requirements.

The improper use of a Standing Order constitutes a violation of company procedure and may result in disciplinary action up to and including termination of employment.\*Failure to successfully follow any part of this procedure may result in disciplinary action, up to and including termination of employment.

- WIRE Immunization Toolkit
- Market Health & Wellness Director/Sam's Rx Market Manager
- H&W Clinical Services team

**Resources:**

- WIRE Immunization Toolkit
- Market Health & Wellness Director/Sam's Rx Market Manager
- H&W Clinical Services team





Centers for Disease  
Control and Prevention  
CDC 24/7: Saving Lives, Protecting People™

Defendant's  
EX 32  
5:17-CV-00018-RWS-CMC

## Fluzone High-Dose Seasonal Influenza Vaccine

### Questions & Answers

#### On this Page

- What is Fluzone High-Dose influenza vaccine?
- What is the difference between Fluzone, Fluzone High-Dose, Fluzone Intradermal, and Fluzone Quadrivalent?
- Why is a higher dose vaccine available for adults 65 and older?
- Does the higher dose vaccine produce a better immune response in adults 65 years and older?
- Is Fluzone High-Dose safe?
- Who can get this vaccine?
- Does CDC recommend one vaccine above another for people 65 and older?
- How is the Fluzone High-Dose vaccine available?
- Where can I find more information about Fluzone High-Dose?

This document provides information on the Fluzone High-Dose seasonal influenza vaccine.

Visit [What You Should Know for the 2016-2017 Influenza Season](#) for flu and flu vaccine information specific to the 2016-17 flu season.

### What is Fluzone High-Dose influenza vaccine?

Fluzone High-Dose is an influenza vaccine, manufactured by Sanofi Pasteur Inc., designed specifically for people 65 years and older.

### What is the difference between Fluzone, Fluzone High-Dose, Fluzone Intradermal Quadrivalent, and Fluzone Quadrivalent?

These products are all flu vaccines produced by one manufacturer. There are a number of other [flu vaccines produced by other manufacturers](#).

Fluzone, Fluzone High-Dose, Fluzone Intradermal Quadrivalent, and Fluzone Quadrivalent are all injectable influenza vaccines made to protect against the flu strains most likely to cause illness for that particular flu season. Fluzone High-Dose vaccine contains four times the amount of antigen (the part of the vaccine that prompts the body to make antibody) contained in regular flu shots. The additional antigen is intended to create a stronger immune response (more antibody) in the person getting the vaccine.

The intradermal flu vaccine is a shot that is injected into the skin instead of the muscle. The intradermal shot uses a

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much smaller needle than the regular flu shot, and it requires less antigen to be as effective as the regular flu shot. It may be used in adults 18-64 years of age.

### Why is a higher dose vaccine available for adults 65 and older?

Human immune defenses become weaker with age, which places older people at greater risk of severe illness from influenza. Also, ageing decreases the body's ability to have a good immune response after getting influenza vaccine. A higher dose of antigen in the vaccine is supposed to give older people a better immune response, and therefore, better protection against flu.

### Does the higher dose vaccine produce a better immune response in adults 65 years and older?

Data from clinical trials comparing Fluzone to Fluzone High-Dose among persons aged 65 years or older indicate that a stronger immune response (i.e., higher antibody levels) occurs after vaccination with Fluzone High-Dose. Whether or not the improved immune response leads to greater protection has been the topic on ongoing research. A study published in the New England Journal of Medicine ([http://www.nejm.org/doi/full/10.1056/NEJMoa1315727?query=featured\\_home](http://www.nejm.org/doi/full/10.1056/NEJMoa1315727?query=featured_home)) indicated that the high-dose vaccine was 24.2% more effective in preventing flu in adults 65 years of age and older relative to a standard-dose vaccine. The confidence interval for this result was 9.7% to 36.5%.

### Is Fluzone High-Dose safe?

The safety profile of Fluzone High-Dose vaccine is similar to that of regular flu vaccines, although some adverse events (which are also reported after regular flu vaccines) were reported more frequently after vaccination with Fluzone High-Dose. The most common adverse events experienced during clinical studies were mild and temporary, and included pain, redness at the injection site, headache, muscle aches, and malaise. Most people had minimal or no adverse events after receiving the Fluzone High-Dose vaccine.

### Who can get this vaccine?

Fluzone High-Dose is approved for use in people 65 years of age and older. As with all flu vaccines, Fluzone High-Dose is **not** recommended for people who have had a severe reaction to the flu vaccine in the past.

### Does CDC recommend one vaccine above another for people 65 and older?

The CDC and its Advisory Committee on Immunization Practices have not expressed a preference for any flu vaccine indicated for people 65 and older. CDC recommends flu vaccination as the first and most important step in protecting against the flu.

### How is the Fluzone High-Dose vaccine available?

This vaccine is approved for marketing in 0.5 mL preservative-free, single dose, prefilled syringes.

### Where can I find more information about Fluzone High-Dose?

More information about Fluzone High-Dose

(<http://www.fda.gov/BiologicsBloodVaccines/Vaccines/ApprovedProducts/ucm112854.htm>) is available on the

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Food and Drug Administration (FDA) web site.

Page last reviewed: August 1, 2016

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Content source: Centers for Disease Control and Prevention (<http://www.cdc.gov/>), National Center for Immunization and Respiratory Diseases (NCIRD) (<http://www.cdc.gov/ncird/index.html>)

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## 22 TAC § 193.1

This document reflects all regulations in effect as of September 30, 2019

**TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS**

### **§ 193.1. Purpose**

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(a) The purpose of this chapter is to encourage the more effective utilization of the skills of physicians by establishing guidelines for the delegation of health care tasks to qualified non-physicians providing services under reasonable physician control and supervision where such delegation is consistent with the patient's health and welfare; and to provide guidelines for physicians in order that existing legal constraints should not be an unnecessary hindrance to the more effective provision of health care services. [Texas Occupations Code Annotated, §§ 164.001, 164.052, and 164.053](#) empower the Texas Medical Board to cancel, revoke or suspend the license of any practitioner of medicine upon proof that such practitioner is guilty of failing to supervise adequately the activities of persons acting under the physician's supervision, allowing another person to use his license for the purpose of practicing medicine, or of aiding or abetting, directly or indirectly, the practice of medicine by a person or entity not licensed to do so by the board. The board recognizes that the delivery of quality health care requires expertise and assistance of many dedicated individuals in the allied health profession. The provisions of this chapter are not intended to, and shall not be construed to, restrict the physician from delegating administrative and technical or clinical tasks not involving the exercise of medical judgment, to those specially trained individuals instructed and directed by a licensed physician who accepts responsibility for the acts of such allied health personnel. The board recognizes that statutory law shall prevail over any rules adopted and that the practice of medicine is, under [Texas Occupations Code Annotated § 151.002\(13\)](#), defined as follows: A person shall be considered to be practicing medicine within the Medical Practice Act ("the Act"):

- (1) who shall publicly profess to be a physician or surgeon and shall diagnose, treat, or offer to treat, any disease or disorder, mental or physical, or any physical deformity or injury, by any system or method, or to effect cures thereof; or
- (2) who shall diagnose, treat, or offer to treat any disease or disorder, mental or physical or any physical deformity or injury by any system or method and to effect cures thereof and charge therefor, directly or indirectly, money or other compensation.

(b) Likewise, nothing in this chapter shall be construed as to prohibit a physician from instructing a technician, assistant, or nurse to perform delegated tasks so long as the physician retains supervision and control of the technician, assistant, or employee. Nothing in this chapter should be construed to relieve the supervising physician of the professional or legal responsibility for the care and treatment of those persons with whom the delegating physician has established a physician-patient relationship. Nothing in this chapter shall enlarge or extend the applicable statutory law relating to the practice of medicine, or other rules and regulations previously promulgated by the board.

### **History**

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#### **SOURCE:**

The provisions of this § 193.1 adopted to be effective November 7, 2013, 38 TexReg 7711

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End of Document

## 22 TAC § 193.2

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.2. Definitions**

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The following words and terms, when used in this chapter, shall have the following meanings, unless the contents clearly indicate otherwise.

- (1) Advanced practice registered nurse--A registered nurse approved by the Texas Board of Nursing to practice as an advanced practice nurse on the basis of completion of an advanced educational program. The term includes an advanced nurse practitioner, a nurse midwife, nurse anesthetist, clinical nurse specialist, and advanced practice nurse, as defined by [Texas Occupations Code Annotated, § 301.152](#).
- (2) Authorizing physician--A physician or physicians licensed by the board who execute a standing delegation order or prescriptive authority agreement.
- (3) Controlled substance--A substance, including a drug, an adulterant, and a dilutant, listed in Schedules I through V or Penalty Groups 1, 1-A, or 2 through 4 as described under the Texas Health and Safety Code, Chapter 481 (Texas Controlled Substances Act). The term includes the aggregate weight of any mixture, solution, or other substance containing a controlled substance.
- (4) Dangerous drug--A device or a drug that is unsafe for self medication and that is not included in the Texas Health and Safety Code, Schedules I-V or Penalty Groups I-IV of Chapter 481 (Texas Controlled Substances Act). The term includes a device or a drug that bears or is required to bear the legend: "Caution: federal law prohibits dispensing without prescription".
- (5) Device--Means an instrument, apparatus, implement, machine, contrivance, implant, in vitro reagent, or other similar or related article, including a component part or accessory, that is required under federal or state law to be ordered or prescribed by a practitioner, as defined by [§ 551.003 of the Occupations Code](#).
- (6) Facility based practice site--A hospital, as defined by § 157.051(6) of the Act and this chapter, or a licensed long-term care facility. A facility-based practice does not include a freestanding clinic, center or other medical practice associated with or owned or operated by, a hospital or licensed long-term care facility.
- (7) Health professional shortage area (HPSA)--
  - (A) an urban or rural area of this state that: (i) is not required to conform to the geographic boundaries of a political subdivision but is a rational area for the delivery of health services; (ii) the secretary of health and human services determines has a health professional shortage; and (iii) is not reasonably accessible to an adequately served area;
  - (B) a population group that the secretary of health and human services determines has a health professional shortage; or
  - (C) a public or nonprofit private medical facility or other facility that the secretary of health and human services determines has a health professional shortage, as described by [42 U.S.C. § 254e\(a\)\(1\)](#).

**(8) Hospital--**A facility that:

**(A)** is: (i) a general hospital or a special hospital, as those terms are defined by [§ 241.003, Health and Safety Code](#), including a hospital maintained or operated by the state; or (ii) a mental hospital licensed under Chapter 577, Health and Safety Code; and

**(B)** has an organized medical staff.

**(9) Medication order--**An order from a practitioner or a practitioner's designated agent for administration of a drug or device, as defined by [§ 551.003 of the Occupations Code](#), or an order from a practitioner to dispense a drug to a patient in a hospital for immediate administration while the patient is in the hospital or for emergency use on the patient's release from the hospital, as defined by [Texas Health and Safety Code, § 481.002](#).

**(10) Nonprescription drug--**A nonnarcotic drug or device that may be sold without a prescription and that is labeled and packaged in compliance with state and Federal Law, as defined by [§ 551.003\(25\) of the Occupations Code](#).

**(11) Physician Assistant--**A person who is licensed as a physician assistant by the Texas Physician Assistant Board.

**(12) Physician group practice--**An entity through which two or more physicians deliver health care to the public through the practice of medicine on a regular basis and that is:

**(A)** owned and operated by two or more physicians; or

**(B)** a freestanding clinic, center, or office of a nonprofit health organization certified by the board under § 162.001(b) of the Act (relating to Regulation by Board of Certain Nonprofit Health Corporations), that complies with the requirements of Chapter 162 of the Act.

**(13) Physician's orders--**The instructions of a physician for the care of an individual patient.

**(14) Practice serving a medically underserved population--**Refers to the following:

**(A)** a practice in a health professional shortage area;

**(B)** a clinic designated as a rural health clinic under [42 U.S.C. § 1395x\(aa\)](#);

**(C)** a public health clinic or a family planning clinic under contract with the Health and Human Services Commission or the Department of State Health Services;

**(D)** a clinic designated as a federally qualified health center under [42 U.S.C. § 1396d\(l\)\(2\)\(B\)](#);

**(E)** a county, state, or federal correctional facility;

**(F)** a practice: (i) that either:

**(I)** is located in an area in which the Department of State Health Services determines there is an insufficient number of physicians providing services to eligible clients of federally, state, or locally funded health care programs; or

**(II)** is a practice that the Department of State Health Services determines serves a disproportionate number of clients eligible to participate in federally, state, or locally funded health care programs; and (ii) for which the Department of State Health Services publishes notice of the department's determination in the Texas Register and provides an opportunity for public comment in the manner provided for a proposed rule under Chapter 2001, Government Code; or

**(G)** a practice at which a physician was delegating prescriptive authority to an advanced practice registered nurse or physician assistant on or before March 1, 2013, based on the practice qualifying as a site serving a medically underserved population.

**(15) Prescribe or order a drug or device--**Prescribing or ordering a drug or device, including the issuing of a prescription drug order or medication order.

**(16) Prescription drug--**Means:

(A) a substance for which federal or state law requires a prescription before the substance may be legally dispensed to the public;

(B) a drug or device that under federal law is required, before being dispensed or delivered, to be labeled with the statement: (i) "Caution: federal law prohibits dispensing without prescription" or "Rx only" or another legend that complies with federal law; or (ii) "Caution: federal law restricts this drug to use by or on the order of a licensed veterinarian"; or

(C) a drug or device that is required by federal or state statute or regulation to be dispensed on prescription or that is restricted to use by a practitioner only.

(17) Prescriptive authority agreement--An agreement entered into by a physician and an advanced practice registered nurse or physician assistant through which the physician delegates to the advanced practice registered nurse or physician assistant the act of prescribing or ordering a drug or device. Prescriptive authority agreements are required for the delegation of the act of prescribing or ordering a drug or device in all practice settings, with the exception of a facility-based practice, pursuant to § 157.054 of the Act.

(18) Protocols--Written authorization delegating authority to initiate medical aspects of patient care, including delegation of the act of prescribing or ordering a drug or device at a facility-based practice. The term protocols is separate and distinct from prescriptive authority agreements as defined under the Act and this chapter. However, prescriptive authority agreements may reference or include the terms of a protocol(s). The protocols must be agreed upon and signed by the physician, the physician assistant and/or advanced practice registered nurse, reviewed and signed at least annually, maintained on site, and must contain a list of the types or categories of dangerous drugs and controlled substances available for prescription, limitations on the number of dosage units and refills permitted, and instructions to be given the patient for follow-up monitoring or contain a list of the types or categories of dangerous drugs and controlled substances that may not be prescribed. Protocols shall be defined to promote the exercise of professional judgment by the advanced practice registered nurse and physician assistant commensurate with their education and experience. The protocols used by a reasonable and prudent physician exercising sound medical judgment need not describe the exact steps that an advanced practice registered nurse or a physician assistant must take with respect to each specific condition, disease, or symptom.

(19) Standing delegation order--Written instructions, orders, rules, regulations, or procedures prepared by a physician and designed for a patient population with specific diseases, disorders, health problems, or sets of symptoms. Such written instructions, orders, rules, regulations or procedures shall delineate under what set of conditions and circumstances action should be instituted. These instructions, orders, rules, regulations or procedures are to provide authority for and a plan for use with patients presenting themselves prior to being examined or evaluated by a physician to assure that such acts are carried out correctly and are distinct from specific orders written for a particular patient, and shall be limited in scope of authority to be delegated as provided in § 193.4 of this title (relating to Scope of Standing Delegation Orders). As used in this chapter, standing delegation orders do not refer to treatment programs ordered by a physician following examination or evaluation by a physician, nor to established procedures for providing of care by personnel under direct, personal supervision of a physician who is directly supervising or overseeing the delivery of medical or health care. As used in this chapter, standing delegation orders are separate and distinct from prescriptive authority agreements as defined in this chapter. Such standing delegation orders should be developed and approved by the physician who is responsible for the delivery of medical care covered by the orders. Such standing delegation orders, at a minimum, should:

(A) include a written description of the method used in developing and approving them and any revision thereof;

(B) be in writing, dated, and signed by the physician;

(C) specify which acts require a particular level of training or licensure and under what circumstances they are to be performed;

(D) state specific requirements which are to be followed by persons acting under same in performing particular functions;



- (E) specify any experience, training, and/or education requirements for those persons who shall perform such orders;
  - (F) establish a method for initial and continuing evaluation of the competence of those authorized to perform same;
  - (G) provide for a method of maintaining a written record of those persons authorized to perform same;
  - (H) specify the scope of supervision required for performance of same, for example, immediate supervision of a physician;
  - (I) set forth any specialized circumstances under which a person performing same is to immediately communicate with the patient's physician concerning the patient's condition;
  - (J) state limitations on setting, if any, in which the plan is to be performed;
  - (K) specify patient record-keeping requirements which shall, at a minimum, provide for accurate and detailed information regarding each patient visit; personnel involved in treatment and evaluation on each visit; drugs, or medications administered, prescribed or provided; and such other information which is routinely noted on patient charts and files by physicians in their offices; and
  - (L) provide for a method of periodic review, which shall be at least annually, of such plan including the effective date of initiation and the date of termination of the plan after which date the physician shall issue a new plan.
- (20) Standing medical orders--Orders, rules, regulations or procedures prepared by a physician or approved by a physician or the medical staff of an institution for patients which have been examined or evaluated by a physician and which are used as a guide in preparation for and carrying out medical or surgical procedures or both. These orders, rules, regulations or procedures are authority and direction for the performance for certain prescribed acts for patients by authorized persons as distinguished from specific orders written for a particular patient or delegation pursuant to a prescriptive authority agreement.
- (21) Submit--The term used to indicate that a completed item has been actually received and date-stamped by the Board along with all required documentation and fees, if any.

## History

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### SOURCE:

The provisions of this § 193.2 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

### 22 TAC § 193.3

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

## **§ 193.3. Exclusion from the Provisions of this Chapter**

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The provisions of this chapter shall not restrict physicians from authorizing the provision of patient care by use of pre-established programs under the following circumstances listed in paragraphs (1) - (6) of this section:

- (1) where a patient is institutionalized and the care is to be delivered in a hospital, nursing home, or other institution which has an organized medical staff which has authorized or approved standing delegation orders or standing medical orders;
- (2) where care is rendered in an emergency. Emergency care is that care provided to a person who is unconscious, ill, or injured, when the reasonable apparent circumstances require prompt decisions and actions in care and when the necessity of immediate care is so reasonably apparent that any delay in the rendering of care or treatment would seriously worsen the physical condition or endanger the life of the person;
- (3) where care is rendered as a part of disaster relief and charges for the services are not made;
- (4) where limitation from civil liability is provided under the *Texas Civil Practice and Remedies Code*, § 74.151;
- (5) where first aid care is provided at the site of an injury or as an interim measure prior to transfer of the patient to a medical facility where medical services are available;
- (6) where care rendered is provided by licensed health professional acting within the scope of the licensed profession as defined by Texas Occupations Code Annotated.

## **History**

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### **SOURCE:**

The provisions of this § 193.3 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

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End of Document

## 22 TAC § 193.4

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.4. Scope of Standing Delegation Orders**

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Providing the authorizing physician is satisfied as to the ability and competence of those for whom the physician is assuming responsibility, and with due regard for the safety of the patient and in keeping with sound medical practice, standing delegation orders may be authorized for the performance of acts and duties which do not require the exercise of independent medical judgment. Limitations on the physician's use of standing delegation orders which are stated in this section shall not apply to patient care delivered by physician assistants or advanced practice registered nurses, as authorized by §§ 157.051 - 157.060 of the Act, or §§ 193.6 - 193.14 of this title (relating to Delegation of Prescribing and Ordering Drugs and Devices; Prescriptive Authority Agreements Generally; Prescriptive Authority Agreements: Minimum Requirements; Delegation of Prescriptive Authority at a Facility-Based Practice Site; Registration of Delegation and Prescriptive Authority Agreements; Prescription Forms; Prescriptive Authority Agreement Inspections; Delegation to Certified Registered Nurse Anesthetists; and Delegation Related to Obstetrical Services). When care is delivered under other circumstances, standing delegation orders may include authority to undertake the following as listed in paragraphs (1) - (8) of this section:

- (1) the taking of personal and medical history;
- (2) the performance of appropriate physical examination and the recording of physical findings;
- (3) the ordering of tests appropriate to the services provided under such orders, such as tuberculin tests, skin tests, VD tests, VDRL tests, gram stains, pap smears, and serological tests;
- (4) the administration or providing of drugs ordered by direct personal or voice communication by the authorizing physician who shall assume responsibility for the patient's welfare, providing such administration or provision of drugs shall be in compliance with other state or federal laws and providing further that pre-signed prescriptions shall be utilized by the authorizing physician only under the following conditions shown in subparagraphs (A) - (D) of this paragraph.
  - (A) The prescription shall be prepared in full compliance with the [Texas Health and Safety Code, § 483.001\(13\)](#) except for the inclusion of the name of the patient and the date of issuance.
  - (B) The prescription shall be for one of the following classes or types of drugs: (i) oral contraceptives; (ii) diaphragms and contraceptive creams and jellies; (iii) topical anti-infectives for vaginal use; (iv) oral anti-parasitic drugs for treatment of pinworms; (v) topical anti-parasitic drugs; or (vi) antibiotic drugs for treatment of venereal disease.
  - (C) The prescriptions may not be issued for any controlled substance.
  - (D) The providing of the drugs shall be in compliance with the Texas Pharmacy Act and rules adopted by the Texas State Board of Pharmacy.
- (5) the administration of immunization vaccines providing the recipient is free of any condition for which the immunization is contraindicated;
- (6) the providing of information regarding hygiene and the administration or providing of medications for health problems resulting from a lack of hygiene, including the institution of treatment for conditions such as scabies,

22 TAC § 193.4

ringworm, pinworm, head lice, diaper rash and other minor skin disorders, provided the administration or providing of drugs adheres to paragraph (4) of this section;

(7) the provision of services and the administration of therapy by public health departments as officially prescribed by the Department of State Health Services for the prevention or treatment of specific communicable diseases or health conditions for which the Department of State Health Services is responsible for control under state law;

(8) the issuance of a nonprescription drug for the symptomatic relief of minor illnesses provided that such medications are packaged and labeled in compliance with state and federal laws and regulations.

## History

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### SOURCE:

The provisions of this § 193.4 adopted to be effective November 7, 2013, 38 TexReg 7711

Annotations

## Research References & Practice Aids

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### CROSS-REFERENCES:

This Section cited in [22 TAC § 193.2](#), (relating to Definitions).

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End of Document

## **22 TAC § 193.5**

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.5. Physician Liability for Delegated Acts and Enforcement**

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- (a) A physician shall not be liable for the act or acts of a physician assistant or advanced practice registered nurse solely on the basis of having signed an order, a standing medical order, a standing delegation order, a prescriptive authority agreement, or other order or protocol, authorizing a physician assistant or advanced practice registered nurse to administer, provide, prescribe or order a drug or device, unless the physician has reason to believe the physician assistant or advanced practice registered nurse lacked the competency to perform the act or acts.
- (b) Notwithstanding subsection (a) of this section, delegating physicians remain responsible to the Board and to their patients for acts performed under the physician's delegated authority.
- (c) Any physician authorizing standing delegation orders or standing medical orders which authorize the exercise of independent medical judgment or treatment shall be subject to having his or her license to practice medicine in the State of Texas revoked or suspended under §§ 164.001, 164.052, and 164.053 of the Act.

### **History**

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#### **SOURCE:**

The provisions of this § 193.5 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

## 22 TAC § 193.6

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.6. Delegation of Prescribing and Ordering Drugs and Devices**

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(a) Pursuant to § 157.0511 of the Act, a physician's authority to delegate the prescribing or ordering of a drug or device is limited to:

- (1) nonprescription drugs;
- (2) dangerous drugs; and
- (3) controlled substances to the extent provided in subsections (b) and (c) of this section.

(b) A physician may delegate the prescribing or ordering of a controlled substance only if:

- (1) the prescription is for a controlled substance listed in Schedule III, IV, or V as established by the commissioner of the Department of State Health Services under Chapter 481 of the Texas Health and Safety Code;
- (2) the prescription, including a refill of the prescription, is for a period not to exceed 90 days;
- (3) with regard to the refill of a prescription, the refill is authorized after consultation with the delegating physician and the consultation is noted in the patient's chart; and
- (4) with regard to a prescription for a child less than two years of age, the prescription is made after consultation with the delegating physician and the consultation is noted in the patient's chart.

(c) A physician may delegate the prescribing or ordering of a controlled substance listed in Schedule II as established by the commissioner of the Department of State Health Services under Chapter 481, Health and Safety Code, only:

- (1) in a hospital facility-based practice under § 157.054 of the Act, in accordance with policies approved by the hospital's medical staff or a committee of the hospital's medical staff as provided by the hospital bylaws to ensure patient safety, and as part of the care provided to a patient who:
  - (A) has been admitted to the hospital for an intended length of stay of 24 hours or greater; or
  - (B) is receiving services in the emergency department of the hospital; or
- (2) as part of the plan of care for the treatment of person who has executed a written certification of a terminal illness, has elected to receive hospice care, and is receiving hospice treatment from a qualified hospice provider.

### **History**

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#### **SOURCE:**

The provisions of this § 193.6 adopted to be effective November 7, 2013, 38 TexReg 7711

Annotations

## Research References & Practice Aids

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### CROSS-REFERENCES:

This Section cited in [22 TAC § 193.2](#), (relating to Definitions); [22 TAC § 193.3](#), (relating to Exclusion from the Provisions of This Chapter); [22 TAC § 193.4](#), (relating to Scope of Standing Delegation Orders); [22 TAC § 193.3](#), (relating to Exclusion from the Provisions of this Chapter); [22 TAC § 185.16](#), (relating to Employment Guidelines).

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## 22 TAC § 193.7

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.7. Prescriptive Authority Agreements Generally**

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- (a) A physician may delegate to an advanced practice registered nurse or physician assistant, acting under adequate physician supervision, the act of prescribing or ordering a drug or device as authorized through a prescriptive authority agreement between the physician and the advanced practice registered nurse or physician assistant, as applicable.
- (b) A physician and an advanced practice registered nurse or physician assistant are eligible to enter into or be parties to a prescriptive authority agreement only if:
  - (1) if applicable, the Texas Board of Nursing has approved the advanced practice registered nurse's authority to prescribe or order a drug or device as authorized under this chapter;
  - (2) the advanced practice registered nurse or physician assistant:
    - (A) holds an active license to practice in this state as an advanced practice registered nurse or physician assistant, as applicable, and is in good standing in this state; and
    - (B) is not currently prohibited by the Texas Board of Nursing or the Texas Physician Assistant Board, as applicable, from executing a prescriptive authority agreement.
- (c) Before executing the prescriptive authority agreement, the physician and the advanced practice registered nurse or physician assistant disclose to the other prospective party to the agreement any prior disciplinary action by the board, the Texas Board of Nursing, or the Texas Physician Assistant Board, as applicable.
- (d) Except as provided by subsection (e) of this section, the combined number of advanced practice registered nurses and physician assistants with whom a physician may enter into a prescriptive authority agreement may not exceed seven advanced practice registered nurses and physician assistants or the full-time equivalent of seven advanced practice registered nurses and physician assistants.
- (e) Subsection (d) of this section does not apply to a prescriptive authority agreement if the prescriptive authority is being exercised in:
  - (1) a practice serving a medically underserved population; or
  - (2) a facility-based practice in a hospital under § 157.054, subject to the limitations in § 157.054(b-1) of the Act and § 193.9(c)(5) of this title (relating to Delegation of Prescriptive Authority at a Facility-Based Practice Site).

### **History**

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#### **SOURCE:**

The provisions of this § 193.7 adopted to be effective November 7, 2013, 38 TexReg 7711

Annotations

## Research References & Practice Aids

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### CROSS-REFERENCES:

This Section cited in [22 TAC § 193.9](#), (relating to Delegation of Prescriptive Authority at a Facility-Based Practice Site).

TEXAS ADMINISTRATIVE CODE

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## 22 TAC § 193.9

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.9. Delegation of Prescriptive Authority at a Facility-Based Practice Site**

(a) Acts that may be delegated. One or more physicians licensed by the board shall be authorized to delegate, to one or more physician assistants or advanced practice registered nurses acting under adequate physician supervision whose practice is facility-based at a hospital or licensed long-term care facility, prescribing or ordering of a drug or device if each of the physicians is: the medical director or chief of medical staff of the facility in which the physician assistant or advanced practice registered nurse practices, the chair of the facility's credentialing committee, a department chair of a facility department in which the physician assistant or advanced practice registered nurse practices, or a physician who consents to the request of the medical director or chief of medical staff to delegate the prescribing or ordering of a drug or device at the facility in which the physician assistant or advanced practice registered nurse practices.

(b) The limitations on the number of advanced practice registered nurses or physician assistants to whom a physician may delegate under § 193.7(d) of this title (relating to Prescriptive Authority Agreements Generally) do not apply to a physician whose practice is facility-based under this chapter, subject to the limitations in subsection (c)(4) of this section.

(c) Limitations on authority to delegate. A physician's authority to delegate under this subsection is limited as follows:

- (1) the delegation is pursuant to a physician's order, standing medical order, standing delegation order, or other order or protocol developed in accordance with policies approved by the facility's medical staff or a committee thereof as provided in facility bylaws;
- (2) the delegation occurs in the facility in which the physician is the medical director, the chief of medical staff, the chair of the credentialing committee, a department chair, or a physician who consents to delegate under § 157.054(a)(4) of the Act;
- (3) the delegation does not permit the prescribing or ordering of a drug or device for the care or treatment of the patients of any other physician without the prior consent of that physician;
- (4) delegation in a long-term care facility must be by the medical director and the medical director is limited to delegating the prescribing or ordering of a drug or device to no more than seven advanced practice registered nurses or physician assistants or their full-time equivalents; and
- (5) under this section, a facility-based physician may not delegate at more than one hospital or more than two long-term care facilities pursuant to § 157.054 of the Act; however, facility-based physicians are not prohibited from delegating the prescribing or ordering of drugs or devices under § 157.0512 of the Act or § 193.7 and § 193.8 of this title (relating to Prescriptive Authority Agreements Generally and Prescriptive Authority Agreements: Minimum Requirements), at other practice locations, including hospital or long-term care facilities, provided that the delegation at those locations complies with all requirements under § 157.0512 of the Act.
- (6) Physician supervision. Physician supervision of the prescribing or ordering of a drug or device shall conform to what a reasonable, prudent physician would find consistent with sound medical judgment but may vary with the education and experience of the advanced practice registered nurse or physician assistant. A physician shall provide continuous supervision, but the constant physical presence of the physician is not required.

## History

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### SOURCE:

The provisions of this § 193.9 adopted to be effective November 7, 2013, 38 TexReg 7711

Annotations

## Research References & Practice Aids

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### CROSS-REFERENCES:

This Section cited in [22 TAC § 193.7](#), (relating to Prescriptive Authority Agreements Generally).

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End of Document

## 22 TAC § 193.10

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.10. Registration of Delegation and Prescriptive Authority Agreements**

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(a) The Board shall maintain and exchange information with the Texas Board of Nursing, and the Texas Physician Assistant Board, regarding the names locations and license numbers, of each physician, advanced practice registered nurse, and physician assistant who has entered into a prescriptive authority agreement.

(1) The Board shall immediately notify the Texas Physician Assistant Board and the Texas Board of Nursing when a license holder of the Board who has registered a prescriptive authority agreement(s) becomes the subject of an investigation involving the delegation and supervision of prescriptive authority, as well as the final disposition of any such investigation. Such notifications shall be made subject to, and without waiving any confidentiality provisions related to board investigations provided for under the Act and this Title.

(2) The Board shall maintain and share with the other boards a list of board license holders who have been subject to disciplinary action involving the delegation and supervision of prescriptive authority.

(b) Physicians who enter into prescriptive authority agreements with physician assistants or advanced practice registered nurses must register with the Board, within 30 days of signing the prescriptive authority agreement the following information:

(1) The name and license number of the physician assistant or advanced practice registered nurse to whom the delegation has been made;

(2) The date on which the prescriptive authority agreement was executed;

(3) The address(es) at which the advanced nurse practice registered nurse or physician assistant will be prescribing under the prescriptive authority agreement; and

(4) whether the prescriptive authority being exercised under the prescriptive authority agreement is being exercised in a practice servicing a medically underserved population.

(c) The board shall maintain and make available to the public, a searchable online lists of a of physicians, advanced practice registered nurses, and physician assistants who have entered into prescriptive authority agreements, and identify the physician, advanced practice registered nurse, or physician assistant, with whom each physicians, advanced practice registered nurse, or physician assistant has entered into a prescriptive authority agreement.

(d) A physician terminating a prescriptive authority agreement shall notify the board in writing within 30 days of such termination.

### **History**

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#### **SOURCE:**

The provisions of this § 193.10 adopted to be effective November 7, 2013, 38 TexReg 7711

22 TAC § 193.10

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End of Document

## **22 TAC § 193.11**

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.11. Prescription Forms**

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Prescription forms shall comply with applicable rules adopted by the Texas State Board of Pharmacy. A delegating physician is responsible for devising and enforcing a system to account for and monitor the issuance of prescriptions under the physician's supervision.

### **History**

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#### **SOURCE:**

The provisions of this § 193.11 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

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## **22 TAC § 193.12**

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.12. Prescriptive Authority Agreement Inspections**

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If the board receives a notice under § 157.0513(a)(2) of the Act, the board or an authorized board representative may enter, with reasonable notice and at a reasonable time, unless the notice would jeopardize an investigation, a site where a party to a prescriptive authority agreement practices to inspect and audit any records or activities relating to the implementation and operation of the agreement. To the extent reasonably possible, the board and the board's authorized representative shall conduct any inspection or audit under this section in a manner that minimizes disruption to the delivery of patient care. The board may use information obtained during the inspection for any purpose allowed under the law, including licensure and enforcement.

### **History**

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#### **SOURCE:**

The provisions of this § 193.12 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

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End of Document

## **22 TAC § 193.13**

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.13. Delegation to Certified Registered Nurse Anesthetists**

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- (a) In a licensed hospital or ambulatory surgical center a physician may delegate to a certified registered nurse anesthetist the ordering of drugs and devices necessary for a certified registered nurse anesthetist to administer an anesthetic or an anesthesia-related service ordered by the physician. The physician's order for anesthesia or anesthesia-related services does not have to be drug-specific, dose-specific, or administration-technique-specific. Pursuant to the order and in accordance with facility policies or medical staff bylaws, the nurse anesthetist may select, obtain, and administer those drugs and apply the appropriate medical devices necessary to accomplish the order and maintain the patient within a sound physiological status.
- (b) A physician who delegates to a certified registered nurse anesthetist the ordering of drugs and devices necessary for the certified registered anesthetist to administer an anesthetic or an anesthesia-related service is not required to register the name and license number of the certified registered nurse anesthetist with the board.
- (c) This section shall be liberally construed to permit the full use of safe and effective medication orders to utilize the skills and services of certified registered nurse anesthetists.

### **History**

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#### **SOURCE:**

The provisions of this § 193.13 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

## 22 TAC § 193.14

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.14. Delegation Related to Obstetrical Services**

---

- (a) A physician may delegate to a physician assistant offering obstetrical services and certified by the board as specializing in obstetrics or an advanced practice registered nurse recognized by the Texas Board of Nursing as a nurse midwife the act or acts of administering or providing controlled substances to the nurse midwife's or physician assistant's clients during intra-partum and immediate post-partum care. The physician shall not delegate the use of a prescription sticker or the use or issuance of an official prescription form relating to the prescription of Schedule II controlled substance as described under [§ 481.075 of the Health and Safety Code](#).
- (b) The delegation of authority to administer or provide controlled substances under this section must be under a physician's order, medical order, standing delegation order, prescriptive authority agreement, or protocol which shall require adequate and documented availability for access to medical care.
- (c) The physician's orders, medical orders, standing delegation orders, prescriptive authority agreements, or protocols shall provide for reporting or monitoring of client's progress including complications of pregnancy and delivery and the administration and provision of controlled substances by the nurse midwife or physician assistant to the clients of the nurse midwife or physician assistant.
- (d) The authority of a physician to delegate under this section is limited to:
- (1) seven nurse midwives or physician assistants or their full-time equivalents; and
  - (2) the designated facility at which the nurse midwife or physician assistant provides care.
- (e) The administering or providing of controlled substances under this section shall comply with other applicable laws.
- (f) In this section, "provide" means to supply one or more unit doses of a controlled substance for the immediate needs of a patient not to exceed 48 hours.
- (g) The controlled substance shall be supplied in a suitable container that has been labeled in compliance with the applicable drug laws and shall include the patient's name and address; the drug to be provided; the name, address, and telephone number of the physician; the name, address, and telephone number of the nurse midwife or physician assistant; and the date.

### **History**

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#### **SOURCE:**

The provisions of this § 193.14 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

## **22 TAC § 193.15**

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.15. Delegated Drug Therapy Management**

---

(a) Purpose. This section is promulgated to promote the efficient administration and regulation of the delegation by physicians to pharmacists of drug therapy management pursuant to § 157.001 of the Act (related to Delegation of Certain Functions).

(b) Delegation. A physician licensed to practice medicine in Texas may delegate to a properly qualified and trained pharmacist acting under adequate supervision the performance of specific acts of drug therapy management authorized by the physician through the physician's order, standing medical order, standing delegation order, or other order or protocol as provided for in this section.

(c) Drug therapy management. Drug therapy management is the performance of specific acts by pharmacists as authorized by a physician through written protocol. Drug therapy management does not include the selection of drug products not prescribed by the physician unless the drug product is named in the physician initiated protocol or the physician initiated record of deviation from a standing protocol. Drug therapy management may include the following listed in paragraphs (1) - (6) of this subsection:

- (1) collecting and reviewing patient drug use histories;
- (2) ordering or performing routine drug therapy related patient assessment procedures including temperature, pulse, and respiration;
- (3) ordering drug therapy related laboratory tests;
- (4) implementing or modifying drug therapy, including the authority to sign a prescription drug order for dangerous drugs as provided in § 157.101(b-1) of the Act, following diagnosis, initial patient assessment, and ordering of drug therapy by a physician, as detailed in the protocol, provided that the pharmacist:
  - (A) practices in a hospital, hospital-based clinic or an academic health care institution that has bylaws and a medical staff policy that permit a physician to delegate to a pharmacist the management of a patient's drug therapy;
  - (B) provides the name, address, and telephone number of the pharmacist and of the delegating physician on each prescription signed by the pharmacist; and
  - (C) the pharmacist provides a copy of the protocol to the Texas State Board of Pharmacy;
- (5) generically equivalent drug selection if the physician's signature does not clearly indicate that the prescription must be dispensed as written; or
- (6) any other drug therapy related act delegated by a physician.

(d) Supervision. Physician supervision shall be considered adequate for purposes of this section if the delegating physician is in compliance with this section and the physician:

- (1) is responsible for the formulation or approval of the written protocol and any patient-specific deviation from the protocol and review of the written protocol and any patient-specific deviations from the protocol at least annually and the services provided to a patient under the protocol on a schedule defined in the written protocol;

(2) has established and maintains a physician-patient relationship with each patient provided drug therapy management by a delegated pharmacist and informed the patient that drug therapy will be managed by a pharmacist under written protocol;

(3) is geographically located so as to be able to be physically present daily to provide medical care and supervision;

(4) receives, on a schedule defined in the written protocol, a periodic status report on the patient, including any problem or complication encountered;

(5) is available through direct telecommunication for consultation, assistance, and direction.

(e) Written protocol. Written protocols for purposes of this section shall mean a physician's order, standing medical order, standing delegation order, or other written order.

(1) A written protocol must contain at a minimum the following listed in subparagraphs (A) - (E) of this paragraph:

(A) a statement identifying the individual physician authorized to prescribe drugs and responsible for the delegation of drug therapy management;

(B) a statement identifying the individual pharmacist authorized to dispense drugs and to engage in drug therapy management as delegated by the physician;

(C) a statement identifying the types of drug therapy management decisions that the pharmacist is authorized to make which shall include: (i) a statement of the ailments or diseases, drugs, and type of drug therapy management authorized; and (ii) a specific statement of the procedures, decision criteria, or plan the pharmacist shall follow when exercising drug therapy management authority;

(D) a statement of the activities the pharmacist shall follow in the course of exercising drug therapy management authority, including the method for documenting decisions made and a plan for communication or feedback to the authorizing physician concerning specific decisions made. Documentation shall be recorded within a reasonable time of each intervention and may be performed on the patient medication record, patient medical chart, or in a separate log book; and

(E) a statement that describes appropriate mechanisms and time schedule for the pharmacist to report to the physician monitoring the pharmacist's exercise of delegated drug therapy management and the results of the drug therapy management.

(2) A standard protocol may be used, or the attending physician may develop a drug therapy management protocol for the individual patient. If a standard protocol is used, the physician shall record what deviations, if any, from the standard protocol are ordered for that patient.

(f) Review and revision of protocols.

(1) At least annually, written protocols shall be reviewed by the physician and, if necessary, revised.

(2) Documentation of all services provided to the patient by the pharmacist shall be reviewed by the physician on the schedule established in the protocol.

(g) Construction and interpretation. This section shall not be construed or interpreted to restrict the use of a pre-established health care program or restrict a physician from authorizing the provision of patient care by use of a pre-established health care program if the patient is institutionalized and the care is to be delivered in a licensed hospital with an organized medical staff that has authorized standing delegation orders, standing medical orders, or protocols. This section may not be construed to limit, expand, or change any provision of law concerning or relating to therapeutic drug substitution or administration of medication, including the Texas Pharmacy Act, Texas Occupations Code Chapter 551.

## History

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22 TAC § 193.15

**SOURCE:**

The provisions of this § 193.15 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

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End of Document

**22 TAC § 193.16**

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

**§ 193.16. Delegated Administration of Immunizations or Vaccinations by a Pharmacist under Written Protocol**

---

(a) Purpose. This section is promulgated to promote the efficient administration and regulation of the delegation by physicians to pharmacists of the administration of immunizations or vaccinations under written protocol pursuant to the § 157.001 of the Act (related to Delegation of Certain Functions).

(b) Delegation. A physician licensed to practice medicine in Texas may delegate to a properly qualified and trained pharmacist acting under adequate supervision the administration of immunizations and vaccinations authorized by the physician through the physician's order, standing medical order, standing delegation order, or other order or protocol as provided for in this section.

(c) Delegated Administration of Immunizations and Vaccinations under Written Protocol. Administration of Immunizations and Vaccinations does not include the selection of drug products not prescribed by the physician unless the drug product is named in the physician initiated protocol.

(d) Supervision. Physician supervision shall be considered adequate for purposes of this section if the delegating physician is in compliance with this section and the physician:

- (1) is responsible for the formulation or approval of the physician's order, standing medical order, standing delegation order, or other order or written protocol and periodically reviews the order or protocol and the services provided to the patient under the order or protocol on a schedule defined in the written protocol;
- (2) has established a physician-patient relationship with each patient under 14 years of age and referred the patient to the pharmacist;
- (3) is geographically located so as to be easily accessible to the pharmacist administering the immunization or vaccination;
- (4) receives, on a schedule defined in the written protocol, a periodic status report on the patient, including any problem or complication encountered; and
- (5) is available through direct telecommunication for consultation, assistance, and direction.

(e) Written protocol. Written protocols for purposes of this section shall mean a physician's order, standing medical order, standing delegation order, or other written order.

(1) A written protocol must contain at a minimum the following listed in subparagraphs (A) - (F) of this paragraph:

- (A) a statement identifying the individual physician authorized to prescribe drugs and responsible for the delegation of administration of immunizations or vaccinations;
- (B) a statement identifying the individual pharmacist authorized to administer immunizations or vaccinations as delegated by the physician;
- (C) a statement identifying the location(s) at which the pharmacist may administer immunizations or vaccinations which may not include where the patient resides, except for a licensed nursing home or hospital;



- (D) a statement identifying the immunizations or vaccinations that may be administered by the pharmacist;
  - (E) a statement identifying the activities the pharmacist shall follow in the course of administering immunizations or vaccinations including procedures to follow in the case of reactions following administration; and
  - (F) a statement that describes the content of, and the appropriate mechanisms for the pharmacist to report the administration of immunizations or vaccinations to the physician issuing the written protocol within 24 hours of administering the immunization or vaccination.
- (2) A standard protocol may be used, or the physician may develop an immunization or vaccination protocol for the individual patient. If a standard protocol is used, the physician shall record what deviations, if any, from the standard protocol are ordered for that patient.
- (f) Review and revision of protocols.
- (1) At least annually, written protocols shall be reviewed by the physician and, if necessary, revised.
  - (2) Documentation of the administration of immunizations or vaccinations to the patient by a pharmacist shall be reviewed by the physician on the schedule established in the protocol.
- (g) Construction and interpretation. This section shall not be construed or interpreted to restrict the use of a pre-established health care program or restrict a physician from authorizing the provision of patient care by use of a pre-established health care program if the patient is institutionalized and the care is to be delivered in a licensed hospital with an organized medical staff that has authorized standing delegation orders, standing medical orders, or protocols. This section may not be construed to limit, expand, or change any provision of law concerning or relating to therapeutic drug substitution or administration of medication, including the Texas Pharmacy Act, [\*Texas Occupations Code §§ 554.001 - 554.004\*](#).

## History

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### SOURCE:

The provisions of this § 193.16 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

## **22 TAC § 193.18**

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.18. Pronouncement of Death**

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(a) Purpose. These rules are promulgated under the authority of the Medical Practice Act, § 157.001, to allow physicians to receive information from Texas licensed vocational nurses through electronic communication for the purpose of making a pronouncement of death. Electronic communication includes, but is not limited to telephone, facsimile transmission, or electronic mail.

(b) Do not resuscitate order. A do not resuscitate (DNR) order must be kept in the patient's file.

(c) Required information. In order to make a pronouncement of death through electronic communication, a physician must receive, at a minimum, the following information regarding the condition of the patient:

- (1) absence of palpable pulse for a minimum of 60 seconds;
- (2) absence of discernible blood pressure for a minimum of 60 seconds;
- (3) absence of evidence of respiration for a minimum of 60 seconds;
- (4) absence of evidence of heartbeat for a minimum of 60 seconds; and
- (5) other information as the physician may require.

(d) Follow-up by physician. If a physician makes a pronouncement of death based on information received pursuant to subsection (c) of this section, the physician retains responsibility for all acts related to this pronouncement.

### **History**

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#### **SOURCE:**

The provisions of this § 193.18 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

## 22 TAC § 193.19

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.19. Collaborative Management of Glaucoma**

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(a) Purpose. The purpose of this section is to implement the mandate of the 76th Legislature as it relates to the Optometry Act, Texas Occupations Code Chapter 351, regarding the minimum standards for the collaborative management of glaucoma.

(b) Minimum requirements. At a minimum, the treating ophthalmologist should follow the guidelines outlined in paragraphs (1) - (10) of this subsection.

(1) The ophthalmologist will confirm the diagnosis within 30 days of the diagnosis of glaucoma made by the optometrist. While the ophthalmologist may, in his or her discretion, require that the patient visit the ophthalmologist for a face-to-face visit, such a face-to-face visit is not mandated. The ophthalmologist may, at the ophthalmologist's discretion, rely upon the results of diagnostic tests performed originally by the optometrist, unless reaffirmation is needed.

(2) The ophthalmologist must communicate in written form the confirmation of the diagnosis within 30 days, as well as the refinement of the treatment plan as recommended by the optometrist.

(3) A proper medical record must be generated for each patient by the ophthalmologist and shall include all correspondence and testing results. The medical record must also include a written note made in the record by the ophthalmologist or a copy of the written informed consent demonstrating that the patient understands that he or she is participating in a co-management of primary open angle glaucoma.

(4) The necessity for follow-up visits will be at the discretion of the ophthalmologist based on the communication of the patient's progress by the optometrist.

(5) The ophthalmologist must report any irregular behavior of the optometrist to the Texas Medical Board for referral to the Texas Optometry Board.

(6) The ophthalmologist must enter into the patient's written medical records that the ophthalmologist has elected to enter into a co-management agreement with an optometrist.

(7) It is at the discretion of the ophthalmologist to complete a clinical skills assessment with each optometrist in which a co-management arrangement exists. The ophthalmologist will, however, receive written confirmation and documentation that the co-managing optometrist has completed all of the requirements of the Optometric Health Care Advisory Committee to obtain the designation of "optometric glaucoma specialist."

(8) A physician may charge a reasonable consultation fee for a consultation given when a patient is referred with a diagnosis of primary open angle glaucoma.

(9) When a physician examines a patient involved in a co-management consultation with a therapeutic optometrist for treatment of primary open angle glaucoma, the physician shall forward to the therapeutic optometrist, not later than the 30th day following the examination, a written report on the results of the examination. A physician who, for a medically appropriate reason, does not return a patient to the therapeutic optometrist, shall state in the physician's report to the therapeutic optometrist the specific medical reason for failing to return the patient.

22 TAC § 193.19

(10) In order to enter into a co-management agreement with an optometrist, there must be an agreement between the two professionals that, following each visit, specified information, previously agreed upon by both the ophthalmologist and the optometrist, about the patient examined will be forwarded to the other practitioner.

## History

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### SOURCE:

The provisions of this § 193.19 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE

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End of Document

## **22 TAC § 193.20**

This document reflects all regulations in effect as of September 30, 2019

***TX - Texas Administrative Code > TITLE 22. EXAMINING BOARDS > PART 9. TEXAS MEDICAL BOARD > CHAPTER 193. STANDING DELEGATION ORDERS***

### **§ 193.20. Immunization of Persons Over 65 by Physicians' Offices**

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(a) A physician responsible for the management of a physician's office that provides ongoing primary or principal medical care to persons over 65 years of age ("elderly persons") shall offer, to the extent possible as determined by the physician, the opportunity to receive the pneumococcal and influenza vaccines to each elderly person who receives ongoing care at the office. If the physician decides that it is not feasible to offer the vaccine, the physician must provide the person with information on other options for obtaining the vaccine.

(b) The physician's office must offer:

- (1) the influenza vaccine in October and November, and if the vaccine is available, December; and
- (2) the pneumococcal vaccine year-round.

(c) The physician must adopt a protocol providing that any person administering a vaccine in the physician's office must:

- (1) ask whether the elderly person is currently vaccinated against the influenza virus or pneumococcal disease, as appropriate;
- (2) administer the vaccine under the protocol after an assessment has been made for contraindications; and
- (3) permanently document the vaccination in the elderly person's medical records.

### **History**

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#### **SOURCE:**

The provisions of this § 193.20 adopted to be effective November 7, 2013, 38 TexReg 7711

TEXAS ADMINISTRATIVE CODE



Texas

For Pharmacy Use Only:

## CONFIDENTIAL INFORMATION

Patient Name		Written Date	
DOB	Allergies		
Address	City	State	Zip
Next Dose(s) Due for Series (if any):			

**Purpose:** To reduce morbidity and mortality from influenza, pneumonia (pneumococcal), varicella (chickenpox), hepatitis A virus (HAV) infection, hepatitis B virus (HBV) infection, human papillomavirus (HPV) infection, herpes zoster (shingles) infection, measles, mumps, and rubella infection, meningococcal disease, and tetanus, diphtheria, and pertussis by vaccinating those patients who meet the necessary criteria established by the Centers for Disease Control and Prevention's Advisory Committee on Immunization Practices, state law and any other controlling pharmacy regulations.

**Policy:** Under this standing medical order, if applicable, the authorized **Walmart and Sam's Club pharmacist(s)** as listed in Section G and authorized **Walmart and Sam's Club pharmacy interns** where allowed by state law and having been duly trained, may immunize those who meet the criteria listed below in this standing medical order by Walmart/Sam's Club pharmacists/interns at the Walmart/Sam's Club Pharmacies and at offsite locations, listed in Appendix A in the state of Texas for all immunizations, and potential necessary emergency medications, listed below. Immunizations will not be administered within a patient's personal residence.

**This standing medical order shall be effective as to all vaccines, criteria, conditions and procedures related to the CDC/ACIP guidelines and as listed in all the following subparts and sections. Please note ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Wal-Mart Stores, Inc. corporate policy restricts the administration of vaccines by Walmart / Sam's Club Pharmacists only to patients age 8 years and above. Pharmacists must follow the strictest requirement of all three, as listed in the boxes below:**

QTY: \_\_\_\_\_ Route: \_\_\_\_\_ Sig: Pharmacist Administered Immunization, Administered at time of Dispensing

<input type="checkbox"/> Influenza Vaccine (8 years or above) ( specify Tri / Quad / Flumist / High Dose /other )	<input type="checkbox"/> Pneumococcal Vaccine (14 years or above) ( specify PCV13 / PPSV 23 )
<input type="checkbox"/> Measles, Mumps & Rubella (MMR) (14 years or above)	<input type="checkbox"/> Herpes Zoster Vaccine (60 years or above)
<input type="checkbox"/> Varicella Vaccine (14 years or above)	<input type="checkbox"/> Td vaccine or Tdap Vaccines (14 years or above)
<input type="checkbox"/> Hepatitis A Vaccine (14 years or above)	<input type="checkbox"/> Meningococcal Vaccine (14 years or above)
<input type="checkbox"/> Hepatitis B Vaccine (14 years or above)	<input type="checkbox"/> Human Papillomavirus Vaccine (14 years or above) (specify type _____)
Epinephrine	Emergency Management and Reporting
Diphenhydramine (oral)	Management of Anaphylactic Reactions
Physician's Last Name, First Name, MI Mulukutla, Venkatachalam	
Title MD	
Practice / Business Address 6621 Fannin Street	City Houston
State TX	Zip 77096
Business Phone 888-880-1388	Business Fax 678-495-1387
NPI 1225275654	License Number N3916
Physician's Signature 	Date of Signature Aug 18, 2015
	Expiration Date Aug 17, 2016

Chalam Mulukutla (Aug 18, 2015)

06.18.15 BG.

Defendant's  
EX 37

5:17-CV-00018-RWS-CMC

WM/YW 004803





Texas

Standing Medical Order for the Administration of  
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## CONFIDENTIAL INFORMATION

This Standing medical order shall remain in effect for all patients of **Walmart and Sam's Club Pharmacies** located within the state of **Texas** until expressly rescinded in writing or after one (1) year from the date of signature listed above. This standing medical order may be terminated at the request of any party at any time. In the event of a discontinuation of this agreement, the procedures outlined in Section C of this order shall occur. **This standing medical order expires one year after signature.** If required by state law, a prescription shall be recorded for each immunization administration completed pursuant to this protocol and such prescription shall document the prescriber issuing this standing medical order as the prescriber of record.

### Section A: Vaccine Information

- To protect people from preventable infectious diseases, each pharmacist may administer the following immunizations to eligible patients for all appropriate ages, according to indications and contraindications recommended in current guidelines from the Advisory Committee on Immunization Practices (ACIP) of the U.S. Centers for Disease Control and Prevention (CDC) and state regulations. The CDC / ACIP guidelines are located on the CDC website [www.cdc.gov/vaccines](http://www.cdc.gov/vaccines), which can also be accessed on the Walmart Wire via the Walmart/Sam's Club Immunization Toolkit.
- Under this standing medical order, pharmacists shall have the authority to identify and screen patients for indications and contraindications of vaccines, and administer vaccines, in compliance with the CDC/ACIP guidelines. **Ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**
- Record the date the vaccine was administered, the manufacturer, expiration date and lot number of the vaccine, the vaccination site and route, the VIS date, and the name and title of the person administering the vaccine on the VAR portion of the Consent Form prior to administration. Comply with the following instructions when using this document to administer an immunization.

In accordance with Texas state regulations, this standing medical order allows the administration of the following vaccines:

- Influenza vaccine to patients age 7 years and above
- Pneumococcal vaccines to patients age 14 years and above
- Varicella vaccine to patients age 14 years and above
- Hepatitis A vaccine to patients age 14 years and above
- Hepatitis B vaccine to patients age 14 years and above
- Herpes Zoster vaccine to patients age 60 years and above
- HPV vaccine to patients age 14 years and above
- MMR vaccine to patients age 14 years and above
- Meningococcal vaccine to patients age 14 years and above
- Td and Tdap vaccine to patients age 14 years and above

**The above ages reflect the ages allowed by your state law, however, Wal-Mart Stores, Inc. corporate policy restricts the administration of vaccines by Walmart / Sam's Club Pharmacists only to patients age 8 years and above.**

**The age limits presented within the document represent the minimum age limit provided by state law. However, Wal-Mart Stores, Inc. corporate policy and CDC/ACIP guidelines may further limit the patient age limit for a given vaccine. Ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**





Texas

Standing Medical Order for the Administration of  
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### Section B: Emergency Medical Protocol for Management of Anaphylactic Reactions in Patients.

1. The pharmacy shall implement the emergency procedures that follow in the management of any anaphylactic reactions that occur during, or immediately after, the administration of an immunization to a patient. Only Walmart and Sam's Club Pharmacists may engage in emergency response activities.
2. The pharmacy and/or pharmacist shall maintain fully functioning telephones in order for the pharmacy to summon aid and communicate in an emergency situation.
3. If itching and swelling are confined to the injection site where the vaccination was given, observe patient closely for the development of generalized anaphylactic symptoms.
4. If symptoms are generalized, call code white, contact the emergency medical system (EMS; e.g., call 911) and notify the on-call physician. This should be done by a second person, while the primary responder assesses the airway, breathing, circulation, and level of consciousness of the patient.
5. Drug Dosing Information - Epinephrine:
  - a. First-line treatment: Administer aqueous epinephrine 1:1000 dilution intramuscularly, 0.01 mL/kg/dose (adult dose ranges from 0.3 mL to 0.5 mL, with maximum single dose of 0.5 mL).
  - b. Secondary treatment option: For hives or itching, you may also administer diphenhydramine orally; the standard dose is 1–2 mg/kg, up to 50 mg maximum single dose.
6. Monitor the patient closely until EMS arrives.
7. Perform cardiopulmonary resuscitation (CPR), if necessary, and maintain airway.
8. Keep patient in supine position (flat on back) unless he or she is having breathing difficulty.
9. If breathing is difficult, patient's head may be elevated, provided blood pressure is adequate to prevent loss of consciousness.
10. If blood pressure is low (Systolic blood pressure reading of 90 mmHg or a Diastolic blood pressure reading of 60 mmHg or less), elevate legs.
11. Monitor blood pressure and pulse every 5 minutes.
12. If EMS has not arrived and symptoms are still present, repeat dose of epinephrine every 5–15 minutes for up to 3 doses, depending on patient's response.
13. Record all vital signs, medications administered to the patient, including the time, dosage, response, and the name of the medical personnel who administered the medication, and other relevant clinical information. Retain the record with the patient's immunization prescription.
14. Notify the patient's primary care physician and/or authorizing physician within 24 hours of adverse event.
15. Report the adverse event to the Vaccine Adverse Event Reporting System (VAERS) and the Walmart SCRT system.

### Section C: Documentation, Record Keeping and Reporting in the Administration of All Vaccines.

1. Provide all patients with a copy of the most current federal Vaccine Information Statement (VIS). Document the publication date of the VIS and the date it was given. Provide non-English speaking patients with a copy of the VIS in their native language, if available and preferred (these can be found at [www.immunize.org/vis](http://www.immunize.org/vis)).
2. Document each patient's vaccine administration information in the pharmacy Connexus system.
3. The pharmacist will create a prescription or record for each administration under the authorizing physician's name, using the front page of this standing medical order as the official prescription of record, completing all necessary information as outlined on the form, as required by state and federal law. This





## Vaccines by Walmart and Sam's Club Pharmacists in Texas

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document will also be retained in accordance with applicable state, and corporate record retention requirements.

4. All patients are required to remain in the store, preferably in the immediate pharmacy area, for 20 minutes after receiving their immunization(s), allowing the pharmacist to observe the patient for adverse events following the injection and so to allow for emergency treatment to be administered, if necessary.
5. Record the date the vaccine was administered, the manufacturer, expiration date and lot number, the vaccination site and route, and the name and title of the person administering the vaccine on the Vaccine Administration Record (VAR) portion of the Patient Questionnaire and Consent Form.
6. Recordkeeping includes all of the following information and documents:
  - a. Patient Consent Forms are faxed to the primary care physician (PCP) within 24 hours of administration.
  - b. If immunization is administered by standing medical order, the authorizing physician is notified periodically, when requested by the authorizing physician, or as required by state regulation. Pharmacists must follow the strictest requirement.
  - c. If the immunization is administered by a patient specific prescription, the prescribing physician is notified of the administration within 24 hours.
  - d. Reporting to the state immunization registry will occur, if required by state regulation or corporate policy. Refer to state specific guidelines for requirements.
  - e. Standing medical orders that have been signed by the physician and the pharmacists in that location are printed and retained in the IMZ Binder and reviewed for any required changes by either corporate immunization team or approving physician every 12 months. All terminated standing medical orders are retained by the pharmacy for ten (10) years.
  - f. Reports are provided to each standing medical order physician in accordance to the state requirements for reporting to the approving standing medical order physician.
  - g. Completed temperature logs are retained for a period of ten years.
  - h. All prescription records for dispensing of immunizations are retained for a period of 10 years, in accordance with state and federal prescription requirements.
  - i. All immunization documents must be stored separately from all other pharmacy paperwork. This includes all standing medical order administration reporting, patient questionnaire and consent forms, workplace (mobile) event folders, and temperature logs.

### Section D: Emergency Management of Accidental Needle Sticks

1. In the event that an accidental needle stick occurs during administration involving a patient, the following steps shall be followed:
  - a. Take care of the patient; refer them to their local primary care provider for follow-up.
  - b. Contact the patient's primary care provider and inform them of the needle stick and the referral for follow-up and further treatment.
  - c. Report the needle stick via the Walmart internal event reporting tool, SCRT.
  - d. Inform store management and the market H&W Director.
  - e. Have store management complete all normal accident reporting paperwork.
  - f. A review will occur after the event and additional training provided to prevent reoccurrence.
2. In the event that the accidental needle stick occurs during administration and involves an associate, the following steps are followed:
  - a. Contact the store/club management and MHWD.
  - b. Provide the patient with a copy of the corporate "Bloodborne Pathogen Exposure Form" and direct them the personnel manager for further instructions.
  - c. The personnel manager will have a member of management accompany the associate to the nearest corporate physician's office for follow-up.
  - d. Store management will complete any worker's compensation filing and processing, and submit to workers compensation team for follow-up, including obtaining any relevant involved patient medical history via a signed waiver.
  - e. The accident will be recorded via internal accident reporting procedures.





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- f. All event details are maintained in the pharmacy binder filing located in the IMZ Binder by the pharmacy manager.
- g. A review will occur after the event and additional training provided to prevent reoccurrence.

### Section E: Disposal Process

1. All normal waste that does not require specific biomedical waste removal processes as outlined by OSHA will be disposed of via normal waste procedures (i.e.- regular garbage) – this includes cotton balls, adhesive bandages, or tissues that are not saturated with blood or blood containing fluids.
2. All syringes and needles will be disposed of using a national mail back process. The sharps containers will be stored inside the pharmacy area at all times except for during administration. During administration the immunizing pharmacist is responsible for maintaining security of the container. When container is full, the unit is sealed, packed according to manufacturer's instructions and all paperwork completed and retained by the facility or mailed back with the container. The packaged container is scheduled for pickup from the pharmacy with the next available carrier pickup.
3. All expired vaccines or biological will be returned using Wal-Mart and Sam's Club's current hazardous waste process, or returned for credit via Genco Returns, depending on the classification of product.
4. In the event that a large spill occurs and extensive cleanup is needed, the pharmacy will secure the area, immediately notify store management, and follow the corporate hazardous waste cleanup process using a "Hazardous Waste Spill Kit".
5. All stores and clubs are required to have a General Biomedical Management Plan printed and available for review in the IMZ Binder.

### Section F: Pharmacist Credentialing Requirements

A pharmacist that fails to meet and maintain the following minimum standards **will no longer qualify** to use this standing medical order:

1. Maintain an active license to practice pharmacy issued by the Board of Pharmacy;
2. Successfully complete a board-approved didactic and practical course of study, from a board-approved provider, that is specialized in the administration of immunizations and includes, but is not limited to:
  - a. the current guidelines and recommendations of the federal Department of Health and Human Services, Centers for Disease Control and Prevention;
  - b. the American Council on Pharmaceutical Education;
  - c. disease epidemiology;
  - d. indications for use of vaccines;
  - e. vaccine characteristics and storage requirements;
  - f. injection techniques;
  - g. adverse reactions to vaccines;
  - h. emergency response to adverse events;
  - i. immunization screening;
  - j. informed consent;
  - k. record keeping;
  - l. immunization registries;
  - m. life support training;
  - n. biohazard waste disposal;
  - o. sterilization techniques; and,
  - p. related topics relevant to the provision of immunizations.
3. Successfully secure and maintain an active certification in basic cardiac life support for healthcare providers;



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4. Successfully maintain CE requirements and continuing education as required by the Board of Pharmacy.
5. No pharmacist may delegate the administration of immunizations to another person except, where allowed by state law, a pharmacy may delegate the administration of an immunization to an authorized pharmacy intern who has completed immunization training as required in their state of practice, and who is practicing under the direct supervision of an authorized licensed pharmacist who has completed immunization training.





**WM/YW 008983**



# Standing Order Protocol for the Administration of Vaccines by Walmart and Sam's Club Pharmacists in Texas

## CONFIDENTIAL INFORMATION

For Pharmacy Use Only:

Patient Name			Written Date	
DOB	Allergies			
Address		City	State	Zip
Next Dose(s) Due for Series (if any):				

**Purpose:** To reduce morbidity and mortality from influenza, pneumonia (pneumococcal), varicella (chickenpox), hepatitis A virus (HAV) infection, hepatitis B virus (HBV) infection, human papillomavirus (HPV) infection, herpes zoster (shingles) infection, measles, mumps, and rubella infection, meningococcal disease, and tetanus, diphtheria, and pertussis by vaccinating those patients who meet the necessary criteria established by the Centers for Disease Control and Prevention's Advisory Committee on Immunization Practices, state law and any other controlling pharmacy regulations.

**Policy:** Under this standing order protocol, if applicable, the authorized **Walmart and Sam's Club pharmacist(s)** as listed in Section G and authorized **Walmart and Sam's Club pharmacy interns** where allowed by state law and having been duly trained, may immunize those who meet the criteria listed below in this standing order protocol by Walmart/Sam's Club pharmacists/interns at the Walmart/Sam's Club Pharmacies and at offsite locations, listed in Appendix A in the state of **Texas** for all immunizations, and potential necessary emergency medications, listed below. Immunizations will not be administered within a patient's personal residence.

**This standing order protocol shall be effective as to all vaccines, criteria, conditions and procedures related to the CDC/ACIP guidelines and as listed in all the following subparts and sections. Please note ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Wal-Mart Stores, Inc. corporate policy restricts the administration of vaccines by Walmart / Sam's Club Pharmacists only to patients age 8 years and above. Pharmacists must follow the strictest requirement of all three, as listed in the boxes below:**

<input type="checkbox"/> Influenza Vaccine (8 years or above)	<input type="checkbox"/> Pneumococcal Vaccine (14 years or above)
<input type="checkbox"/> Measles, Mumps & Rubella (MMR) (14 years or above)	<input type="checkbox"/> Herpes Zoster Vaccine (60 years or above)
<input type="checkbox"/> Varicella Vaccine (14 years or above)	<input type="checkbox"/> Td vaccine or Tdap Vaccines (14 years or above)
<input type="checkbox"/> Hepatitis A Vaccine (14 years or above)	<input type="checkbox"/> Meningococcal Vaccine (14 years or above)
<input type="checkbox"/> Hepatitis B Vaccine (14 years or above)	<input type="checkbox"/> Human Papillomavirus Vaccine (14 years or above)
<input type="checkbox"/> Hepatitis A and B Combination Vaccine (14 years or above)	
Epinephrine	Emergency Management and Reporting
Diphenhydramine (oral)	Management of Anaphylactic Reactions
Physician's Last Name, First Name, MI Mulukutla Chalam	
Title MD	
Practice / Business Address 6621 Fannin Street	City Houston
State TX	Zip 77096
Business Phone 832-549-4335	Business Fax 678-495-1387
NPI 1225275654	License Number N3916
Physician's Signature 	Date of Signature 8/9/2016
	Expiration Date 8/8/2017

07.2016

Defendant's  
EX 39  
5:17-CV-00018-RWS-CMC





## Standing Order Protocol for the Administration of Vaccines by Walmart and Sam's Club Pharmacists in Texas

### CONFIDENTIAL INFORMATION

This Standing order protocol shall remain in effect for all patients of **Walmart and Sam's Club Pharmacies** located within the state of **Texas** until expressly rescinded in writing or after one (1) year from the date of signature listed above. This standing order protocol may be terminated at the request of any party at any time. In the event of a discontinuation of this agreement, the procedures outlined in Section C of this order shall occur. **This standing order protocol expires one year after signature.** If required by state law, a prescription shall be recorded for each immunization administration completed pursuant to this protocol and such prescription shall document the prescriber issuing this standing order protocol as the prescriber of record.

#### Section A: Vaccine Information

- To protect people from preventable infectious diseases, each pharmacist may administer the following immunizations to eligible patients for all appropriate ages, according to indications and contraindications recommended in current guidelines from the Advisory Committee on Immunization Practices (ACIP) of the U.S. Centers for Disease Control and Prevention (CDC) and state regulations. The CDC / ACIP guidelines are located on the CDC website [www.cdc.gov/vaccines](http://www.cdc.gov/vaccines), which can also be accessed on the Walmart Wire via the Walmart/Sam's Club Immunization Toolkit.
- Under this standing order protocol, pharmacists shall have the authority to identify and screen patients for indications and contraindications of vaccines, and administer vaccines, in compliance with the CDC/ACIP guidelines. Ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.
- Record the date the vaccine was administered, the manufacturer, expiration date and lot number of the vaccine, the vaccination site and route, the VIS date, and the name and title of the person administering the vaccine on the VAR portion of the Consent Form prior to administration. Comply with the following instructions when using this document to administer an immunization.

In accordance with Texas state regulations, this standing order protocol allows the administration of the following vaccines:

- Influenza vaccine to patients age 7 years and above
- Pneumococcal vaccines to patients age 14 years and above
- Varicella vaccine to patients age 14 years and above
- Hepatitis A vaccine to patients age 14 years and above
- Hepatitis B vaccine to patients age 14 years and above
- Herpes Zoster vaccine to patients age 60 years and above
- HPV vaccine to patients age 14 years and above
- MMR vaccine to patients age 14 years and above
- Meningococcal vaccine to patients age 14 years and above
- Td and Tdap vaccine to patients age 14 years and above

**The above ages reflect the ages allowed by your state law, however, Wal-Mart Stores, Inc. corporate policy restricts the administration of vaccines by Walmart / Sam's Club Pharmacists only to patients age 8 years and above.**

**The age limits presented within the document represent the minimum age limit provided by state law. However, Wal-Mart Stores, Inc. corporate policy and CDC/ACIP guidelines may further limit the patient age limit for a given vaccine. Ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**



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### Section B: Emergency Medical Protocol for Management of Anaphylactic Reactions in Patients.

1. The pharmacy shall implement the emergency procedures that follow in the management of any anaphylactic reactions that occur during, or immediately after, the administration of an immunization to a patient. Only Walmart and Sam's Club Pharmacists may engage in emergency response activities.
2. The pharmacy and/or pharmacist shall maintain fully functioning telephones in order for the pharmacy to summon aid and communicate in an emergency situation.
3. If itching and swelling are confined to the injection site where the vaccination was given, observe patient closely for the development of generalized anaphylactic symptoms.
4. If symptoms are generalized, call code white, contact the emergency medical system (EMS; e.g., call 911) and notify the on-call physician. This should be done by a second person, while the primary responder assesses the airway, breathing, circulation, and level of consciousness of the patient.

5. Drug Dosing Information - Epinephrine:

a. First-line treatment:

**Epinephrine Administration**

Administration: Inject intramuscularly (IM) or subcutaneously (SQ) in the anterolateral aspect of the middle third of the thigh in the setting of anaphylaxis. IM administration in the anterolateral aspect of the middle third of the thigh is preferred in the setting of anaphylaxis.

**EpiPen 2 Pak:** 0.3 mg/0.3 mL

- Patients that are greater than or equal to 30 kg (66 lbs)
- Inject one pen IM every 5-15 minutes up to 3 doses in the absence of clinical improvement.

**EpiPen Jr 2 Pak:** 0.15 mg/0.3 mL

- Patients that are 15 to 30 kg (33 to 66 lbs)
- Inject one pen IM every 5-15 minutes up to 3 doses in the absence of clinical improvement.

**Aqueous epinephrine solution for injection 1:1000 dilution**

- Adult Dose: 0.01 mg/kg/dose; IM or SQ: 0.2 to 0.5 mg every 5-15 minutes in the absence of clinical improvement.
- Pediatric Dose: 0.01 mg/kg/dose; IM or SQ: 0.3 mg every 5-15 minutes up to 3 doses in the absence of clinical improvement

- b. Secondary treatment option: For hives or itching, you may also administer diphenhydramine orally; the standard dose is 1–2 mg/kg, up to 50 mg maximum single dose.

6. Monitor the patient closely until EMS arrives.
7. Perform cardiopulmonary resuscitation (CPR), if necessary, and maintain airway.
8. Keep patient in supine position (flat on back) unless he or she is having breathing difficulty.
9. If breathing is difficult, patient's head may be elevated, provided blood pressure is adequate to prevent loss of consciousness.
10. If blood pressure is low (Systolic blood pressure reading of 90 mmHg or a Diastolic blood pressure reading of 60 mmHg or less), elevate legs.
11. Monitor blood pressure and pulse every 5 minutes.
12. If EMS has not arrived and symptoms are still present, repeat dose of epinephrine every 5–15 minutes for up to 3 doses, depending on patient's response.
13. Record all vital signs, medications administered to the patient, including the time, dosage, response, and the name of the medical personnel who administered the medication, and other relevant clinical information. Retain the record with the patient's immunization prescription.



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14. Notify the patient's primary care physician and/or authorizing physician within 24 hours of adverse event.
15. Report the adverse event to the Vaccine Adverse Event Reporting System (VAERS) and the Walmart SCRT system.

**Section C: Documentation, Record Keeping and Reporting in the Administration of All Vaccines.**

1. Provide all patients with a copy of the most current federal Vaccine Information Statement (VIS). Document the publication date of the VIS and the date it was given. Provide non-English speaking patients with a copy of the VIS in their native language, if available and preferred (these can be found at [www.immunize.org/vis](http://www.immunize.org/vis)).
2. Document each patient's vaccine administration information in the pharmacy Connexus system.
3. The pharmacist will create a prescription or record for each administration under the authorizing physician's name, using the front page of this standing order protocol as the official prescription of record, completing all necessary information as outlined on the form, as required by state and federal law. This document will also be retained as a hard copy, to comply with federal, state, and corporate record retention requirements.
4. All patients are required to remain in the store, preferably in the immediate pharmacy area, for 20 minutes after receiving their immunization(s), allowing the pharmacist to observe the patient for adverse events following the injection and so to allow for emergency treatment to be administered, if necessary.
5. Record the date the vaccine was administered, the manufacturer, name and dose, expiration date and lot number, the vaccination site and route, and the name and title of the person administering the vaccine on the Vaccine Administration Record (VAR) portion of the Patient Questionnaire and Consent Form.
6. Recordkeeping includes all of the following information and documents:
  - a. Patient Consent Forms are faxed to the primary care physician (PCP) within 24 hours of administration.
  - b. If immunization is administered by standing order protocol, the authorizing physician is notified periodically, when requested by the authorizing physician, or as required by state regulation. Pharmacists must follow the strictest requirement.
  - c. If the immunization is administered by a patient specific prescription, the prescribing physician is notified of the administration within 24 hours.
  - d. Reporting to the state immunization registry will occur, if required by state regulation or corporate policy. Refer to state specific guidelines for requirements.
  - e. Standing order protocols that have been signed by the physician and the pharmacists in that location are printed and retained in the IMZ Binder and reviewed for any required changes by either corporate immunization team or approving physician every 12 months. All terminated standing order protocols are retained by the pharmacy for ten (10) years.
  - f. Reports are provided to each standing order protocol physician in accordance to the state requirements for reporting to the approving standing order protocol physician.
  - g. Completed temperature logs are retained for a period of ten years.
  - h. All prescription records for dispensing of immunizations are retained for a period of 10 years, in accordance with state and federal prescription requirements.
  - i. All immunization documents must be stored separately from all other pharmacy paperwork. This includes all standing order protocol administration reporting, patient questionnaire and consent forms, workplace (mobile) event folders, and temperature logs.



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### Section D: Emergency Management of Accidental Needle Sticks

1. In the event that an accidental needle stick occurs during administration involving a patient, the following steps shall be followed:
  - a. Take care of the patient; refer them to their local primary care provider for follow-up.
  - b. Contact the patient's primary care provider and inform them of the needle stick and the referral for follow-up and further treatment.
  - c. Report the needle stick via the Walmart internal event reporting tool, SCRT.
  - d. Inform store management and the market H&W Director.
  - e. Have store management complete all normal accident reporting paperwork.
  - f. A review will occur after the event and additional training provided to prevent reoccurrence.
2. In the event that the accidental needle stick occurs during administration and involves an associate, the following steps are followed:
  - a. Contact the store/club management and MHWD.
  - b. Provide the patient with a copy of the corporate "Bloodborne Pathogen Exposure Form" and direct them to the personnel manager for further instructions.
  - c. The personnel manager will have a member of management accompany the associate to the nearest corporate physician's office for follow-up.
  - d. Store management will complete any worker's compensation filing and processing, and submit to workers compensation team for follow-up, including obtaining any relevant involved patient medical history via a signed waiver.
  - e. The accident will be recorded via internal accident reporting procedures.
  - f. All event details are entered onto the pharmacy's needle stick log located in the IMZ Binder by the pharmacy manager.
  - g. A review will occur after the event and additional training provided to prevent reoccurrence.

### Section E: Disposal Process

1. All normal waste that does not require specific biomedical waste removal processes as outlined by OSHA will be disposed of via normal waste procedures (i.e.- regular garbage) – this includes cotton balls, adhesive bandages, or tissues that are not saturated with blood or blood containing fluids.
2. All syringes and needles will be disposed of using a national mail back process. The sharps containers will be stored inside the pharmacy area at all times except for during administration. During administration the immunizing pharmacist is responsible for maintaining security of the container. When container is full, the unit is sealed, packed according to manufacturer's instructions and all paperwork completed and retained by the facility or mailed back with the container. The packaged container is scheduled for pickup from the pharmacy with the next available carrier pickup.
3. All expired vaccines or biological will be returned using Wal-Mart and Sam's Club's current hazardous waste process, or returned for credit via Genco Returns, depending on the classification of product.
4. In the event that a large spill occurs and extensive cleanup is needed, the pharmacy will secure the area, immediately notify store management, and follow the corporate hazardous waste cleanup process using a "Hazardous Waste Spill Kit".
5. All stores and clubs are required to have a General Biomedical Waste Management Plan printed and available for review in the IMZ Binder.



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**Section F: Pharmacist Credentialing Requirements**

A pharmacist that fails to meet and maintain the following minimum standards **will no longer qualify** to use this standing medical order:

1. Maintain an active license to practice pharmacy issued by the Board of Pharmacy;
2. Successfully complete a board-approved didactic and practical course of study, from a board-approved provider, that is specialized in the administration of immunizations and includes, but is not limited to:
  - a. the current guidelines and recommendations of the federal Department of Health and Human Services, Centers for Disease Control and Prevention;
  - b. the American Council on Pharmaceutical Education;
  - c. disease epidemiology;
  - d. indications for use of vaccines;
  - e. vaccine characteristics and storage requirements;
  - f. injection techniques;
  - g. adverse reactions to vaccines;
  - h. emergency response to adverse events;
  - i. immunization screening;
  - j. informed consent;
  - k. record keeping;
  - l. immunization registries;
  - m. life support training;
  - n. biohazard waste disposal;
  - o. sterilization techniques; and,
  - p. related topics relevant to the provision of immunizations.
3. Successfully secure and maintain an active certification in basic cardiac life support for healthcare providers;
4. Successfully maintain CE specialized in the administration of immunizations as required by the Board of Pharmacy.
5. No pharmacist may delegate the administration of immunizations to another person except, where allowed by state law, a pharmacy may delegate the administration of an immunization to an authorized pharmacy intern who has completed immunization training as required in their state of practice, and who is practicing under the direct supervision of an authorized licensed pharmacist who has completed immunization training.



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**Section G: Pharmacists and Pharmacy interns approved to administer  
immunizations per this standing order protocol and affirmation of Review of  
Current Documents**

1. This document represents the current policy and procedures, in conjunction with the state required documents that must be followed by all immunizing pharmacists.
2. This procedure, along with the current program documents included on the program toolkit, must be reviewed annually by all immunizing pharmacists.
3. All immunizing pharmacists and immunization certified pharmacy interns at this location must review and sign below, indicating review and acceptance of all policies and procedures. Failure to successfully complete this form may result in disciplinary action up to and including termination of employment.

To add eligibility, a pharmacist must read and understand the entire standing order protocol document, sign below, and fax the entire standing order protocol to the standing order protocol physician as notification of the change.

**Pharmacy Location (club / store #, city):** \_\_\_\_\_

All pharmacists, to be eligible to immunize at this site, must sign this document below.

NOTE: A pharmacist choosing to administer in multiple stores listed in this standing order protocol must notify the physician by signing this section in every location in which they wish to administer.

Pharmacist (print name)	Pharmacist Signature	License Number	Date

Physician Signature: \_\_\_\_\_  
Date: 8/9/2016





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### **Appendix A: WORKPLACE (MOBILE) IMMUNIZATION CLINIC LOCATIONS COVERED BY THIS STANDING ORDER PROTOCOL**

(based on state requirement only- if required, list of locations approved to receive mobile immunization clinics.)

77	Zion Baptist Church	612 East Walnut st.	Taylor	TX	76574
77	HUTTO ISD	200 COLLEGE	HUTTO	TX	78634
165	FAIRWAY AUTO CENTER	4827 TROUP HWY	TYLER	TX	75703
165	FAIRWAY FORD HENDERSON	301 HWY 79S	HENDERSON	TX	75654
194	BOARDROOM SALON FOR MEN	187 B HEIGHTS BLVD	HOUSTON	TX	77007
194	BROADSPECTRUM	10845 STRANG RD	LA PORTE	TX	77571
194	CHANGING SEASONS A/C & ELECTRIC SERVICE	4909 W PASADENA BLVD	DEERPARK	TX	77536
194	CHANGING SEASONS A/S & ELECTRIC SERVICE	4909 W PASADENA BLVD	DEERPARK	TX	77536
194	Spitzer Industries	13863 Industrial rd	Houston	TX	77015
194	Lee College (Nursing)	200 Lee Dr.	Baytown	tx	77520
206	First United Bank	1700 Redbud Blvd, #130	McKinney	TX	75069
206	Country Lane Senior Living	2401 Country View Lane	McKinney	TX	75069
206	Hampton Inn	2008 N. Central Expressway	Mckinney	TX	75069
248	First Methodist Preschool	208 N. Kaufman	Mexia	TX	76667
249	Cleveland Senior Citizens Center	220 Peach Ave.	Cleveland	TX	77327
260	Taylor Communications, Inc	4808 Eastover circle, suite 101	Mesquite	tx	75149
260	Citizens Bank	200 N. Elm Street	Waxahachie	TX	75165
260	Citizens Bank	1001 N. Hwy 77	Waxahachie	TX	75165
260	Russell Stover Candies Inc	1997 Pecan Delight Ave	Corsicana	TX	75110
260	Waxahachie Senior Activity Center	122 Park Hills Drive	Waxahachie	TX	75165
260	Waxahachie Independent School District	231 Park Place Blvd	Waxahachie	TX	75165
260	ALTEC	1001 Solon Road	Waxahachie	TX	75165
265	Chosen Generation C.O.G.I.C.	2051 Griffith Road	Terrell	TX	75160
265	Terrell Senior Terraces	260 FM 2578	Terrell	TX	75160
265	Walmart DC 6056	591 Apache Trail	Terrell	TX	75160
265	Autozone Distribution Center	2350 Airport Rd	Terrell	TX	75160
280	Cameron Senior Center	101 E Main St	Cameron	TX	76520
280	Rockdale Senior Center	765 Green St	Rockdale	TX	76567
284	City of Farmers Branch	13000 William dodson Parkway	Farmers Branch	tx	75234
284	EPE Innovations, LLC	14800 Quorum Dr Ste #100	Dallas	TX	75254



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285	Wiesner Huntsville	230 IH-45 N	Huntsville	Tx	77340
290	Adams Extract & Spice LLC	3217 Johnson Rd	Gonzales	tx	78629
292	Clearfork Elementary School	1102 Clear Fork St	Lockhart	tx	78644
292	Navarro Elementary School	715 S. Medina St.	Lockhart	tx	78644
292	Pegasus Schools inc	896 Robin Ranch Rd	Lockhart	tx	78644
292	Lockhart High School	906 Center St.	Lockhart	tx	78644
292	First Lockhart National Bank	111 S Main St.	Lockhart	tx	78644
292	Golden Age Home	1505 South Main Street	Lockhart	TX	78644
293	CITIZENS BANK	9109 TX 90	NAVASOTA	TX	77868
293	Citizens Bank	155 8th st	Somerville	Tx	77879
293	Wells Fargo	305 E Washington Ave	Navasota	Tx	77868
297	Walmart Distribution Center	20131 Gene Campbell Rd	New Caney	TX	77357
297	Buster Brown	20126 Loop 494	New Caney	TX	77357
297	Caring Hands	24181 Kelly Street	Porter	TX	77365
297	Charter Supply Co.	18911 East Industrial Pkwy.	New Caney	TX	77357
320	Hobby Unit	742 FM 712	Marlin	TX	76661
320	Marlin Unit	2383 State Hwy 6	Marlin	TX	76661
320	St. Elizabeth's Place at Providence Park	300 West HWY 6	Waco	TX	76712
320	The Village at Providence Park	300 West Hwy 6	Waco	TX	76712
321	Bluebell Creameries	1101 s Blue Bell Rd	Brenham	TX	77833
344	City of El Campo	315 E Jackson St	El Campo	TX	77437
345	Anderson County	703 N Mallard Ste 110	Palestine	Tx	75801
345	City of Palestine	504 N Queen	Palestine	Tx	75801
353	Eastside Church of Christ	705 Indiana	Graham	Tx	76450
364	Tyson Foods Inc	1019 Shelbyville St.	Center	TX	75935
364	HILLCREST BAPTIST CHURCH	901 SOUTHVIEW CIR	CENTER	TX	75935
385	Sodalis Elder Living	131 Industrial Blvd	Cuero	tx	77954
404	ZQ FITNESS	145 S LBJ DR	SAN MARCOS	TX	78666
404	GOLD'S GYM	1180 THORPE LANE #307	SAN MARCOS	TX	78666
404	PROMISE LAND	1650 LIME KILN RD	SAN MARCOS	TX	78666
407	Wal-Mart (Night shift)	1400 Lowe's Blvd	Killeen	TX	78665
407	Hidden Hollow Elementary School	4104 Appalachian Trail	Kingwood	TX	77345
408	GOOSE CREEK MASON LODGE	304 SCHILLING AVENUE	BAYTOWN	TX	77520
413	City of Port Isabel	305 E Maxan St	Port Isabel	TX	78578
413	Port Isabel ISD	101 Port Road	Port Isabel	TX	78578
421	POCO Graphite INC	300 OLD GREENWOOD RD	DECATUR	TX	76234
421	Casa Torres Mexican Restaurant	2708 S FM 51	Decatur	TX	76234
421	James Woods Motors	2111 US 287	Decatur	TX	76234
421	karl Klement Ford	2670 US HWY 287	Decatur	TX	76234



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421	Imperial Fabricating of Texas	2188 E Hwy 380	Decatur	TX	76234
426	McLane Food Service	3901 Scientific Road	Arlington	TX	76014
426	Michaels	8000 Bent Branch Dr	Irving	TX	75063
426	Sabre	3150 Sabre Dr	Southlake	TX	76092
426	CA Technologies	5465 Legacy Dr Ste 700	Plano	TX	75024
426	Bimbo Bakeries	1820 N Josey Ln	Carrollton	TX	75006
426	ACE Cash Express	1231 Greenway Dr	Irving	TX	75038
426	Pier 1 Imports	100 Pier 1 Place	Fort Worth	TX	76102
426	American Airlines	4333 Amon Carter Blvd	Fort Worth	TX	76155
426	7-11 Corporate Headquarters	3200 Hackberry Rd	Irving	TX	75063
437	Walmart DC	3162 FM 3538	Sealy	TX	77474
446	Standley Feed	201 E Trinity	Madisonville	TX	77864
446	Madisonville Care Center	411 East Collard	Madisonville	TX	77864
446	Amycel Inc	6062 Hwy 75	Madisonville	TX	77864
446	Monterey Mushroom	5816 Hwy 75	Madisonville	TX	77864
446	Henson Dodge	105 S May	Madisonville	TX	77864
446	Henson Chevrolet	201 N May	Madisonville	TX	77864
446	Henson Ford	581 I-45	Madisonville	TX	77864
446	First United Methodist Church	102 S McIver	Madisonville	TX	77864
446	Normangee ISD	116 Spur 3	Normangee	TX	77871
456	Tipton Auto Group	3840 N. Expressway	Brownsville	TX	78526
463	Hacienda Oaks Nursing & Rehabilitation	4713 US-181	beeville	tx	78102
463	Woodridge Nursing & Rehabilitation Center	600 s Hillside dr	beeville	tx	78102
463	First Baptist School	600 N St Marys	beeville	tx	78102
463	smejkal Electric	2158 us 181	beeville	tx	78102
463	Superior Auto Sales	510 S Washington	beeville	tx	78102
463	John Deere Ag. Pro	2038 Business 181 South	beeville	tx	78102
463	Alaniz and Perez Garage	711 S St. Marys	beeville	tx	78102
463	St. Marys Rchar School	400 N Tyler	beeville	tx	78102
463	Fuller Tractor Co.	1905 W Corpus Christi	beeville	tx	78102
463	aztec chevrolet	762 hwy 181 frontage north	beeville	tx	78102
463	St Philips Episcopal School	105 N Adams	Beeville	tx	78102
463	Beevill Bee-picayune publishing	111 N Washington	Beeville	tx	78102
465	Floresville South Elementary	2000 Tiger Lane	Floresville	tx	78114
465	Floresville North Elementary	14905 fm 775	Floresville	tx	78114
465	Regency Nursing Home	1615 str ste 150	Floresville	tx	78114
465	Lyssy and Eckel Inc	111 E Westmeyer st	Poth	tx	78147
467	Select Commercial Services	1801 royal ln ste 110	dallas	tx	75229
467	WRITTEN DEPOSITION SERVICE, llc	1750 valley view ln ste	dallas	tx	75234



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		210			
476	KAYLN-SIEBERT LP	1505 W. MAIN ST	GATESVILLE	TX	76528
476	TEXAS A&M AGRILIFE EXTENSION SERVICE	2005 E. MAIN STE 124	GATESVILLE	TX	76528
476	LAERDAL MEDICAL	226 FM 116	GATESVILLE	TX	76528
476	KAYLN-SIEBERT LP	1505 W. MAIN ST	GATESVILLE	TX	76528
476	CORYELL COUNTY VETERINARY CLINIC	1300 HWY 36 BYPASS N.	GATESVILLE	TX	76528
476	GATESVILLE LIONS CLUB	111 N. 30TH ST	GATESVILLE	TX	76528
478	Frio Adult Day Care	1796 Business I 35 E	Pearsall	tx	78061
524	Otto Kaiser Memorial	3349 hwy 181	Kenedy	tx	78119
524	McDonalds	109 N sunset strip	Kenedy	tx	78119
524	Agave Dental	119 business park	Kenedy	tx	78119
527	Halliburton	3000 N Sam Houston Pkwy E	Houston	TX	77032
529	Village at Morningstar	3401 Magnolia Street	Teas City	TX	77590
529	Mansions at Moses Lake	2211 34th Avenue North	Texas City	TX	77590
529	Highland Manor	301 Newman RD	La Marque	TX	77568
535	University Place	1250 E N 10TH	Abilene	TX	79601
535	Ranger plant constructional Co.	5851 E Interstate 20	Abilene	tx	79601
546	BELL PARTNERS INC.	1111 GOLFVIEW DRIVE	RICHMOND	TX	77469
546	PETCO	23710 COMMERCIAL DRIVE	ROSENBERG	TX	77471
546	ROSS	24110 COMMERCIAL DRIVE	ROSENBERG	TX	77471
546	CALIBER COLLISION	2131 FM 2218	ROSENBERG	TX	77471
546	BRAZOS VALLEY SCHOOLS	4911 MUSTANG AVE	ROSENBERG	TX	77471
546	TERRY HIGH SCHOOL	5500 AVENUE N	ROSENBERG	TX	77471
546	wharton jr college	5333 FM 1640	richmond	tx	77469
546	STAFFORD MUNICIPAL COURT	2602 MAIN ST.	STAFFORD	TX	77477
546	WHARTON COUNTY JR COLLEGE	5333 FM 1640	RICHMOND	TX	77469
546	AUTO CARE USA	5757 READING ROAD	ROSENBERG	TX	77471
546	southwest electronic energy	823 buffalo run	missouri city	tx	77489
561	Journey Fellowship	16847 ih 35 N	selma	tx	78154
572	Kilgore ISD	301 N kilgore St	Kilgore	tx	75662
572	First Baptist Church	501 E North St	Kilgore	TX	75662
595	Harlingen CISD	407 N 77 Sunshine Strip	Harlingen	TX	78550
595	City of Raymondville	142 S. 7th St	Raymondville	TX	78580
595	Raymondville ISD	419 FM 3168	Raymondville	TX	78580
595	Echostar Dish Network Call Center	2809 E Grimes St	Harlingen	TX	78550
595	Lyford CISD	8223 Simon Gomez Rd	Lyford	TX	78569
602	Rigaku America	9009 New Trails Dr	The Woodlands	TX	77381
602	General truck body manufacturers	6901 Ave V	houston	tx	77011



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602	Anadarko	1201 Lake Robbins Drive	The Woodlands	tx	77380
602	macHaik dealership	10333 katy Fwy	Houston	tx	77024
602	Costello Inc	9990 richmond Ave, suite 450, north building	houston	tx	77042
CF	Central Fill	606 Spring Hill Drive	Spring	TX	77386
608	GE Oil and Gas	2707 S. County Road-1208	Midland	TX	79706
608	walmart	4517 North Midland Dr	Midland	TX	79707
608	walmart	4517 north midland dr	midland	tx	79707
610	Signs Express Plus	1592 E. FM 8	Stephenville	TX	76401
610	Speedwash Laundry	160 E. Hwy 8	Stephenville	TX	76401
703	Willow Wood Junior High School	11770 Gregson Rd	Tomball	TX	77377
703	Willow Creek Elementary	18302 North Eldridge Pkwy	Tomball	TX	77377
703	Tomball Junior High School	30403 Quinn Rd	Tomball	TX	77375
703	Tomball High School	30330 Quinn Rd	Tomball	TX	77375
703	Timber Creek Elementary	8455 Creekside Green Dr	The Woodlands	TX	77389
703	Oakcrest Intermediate	18202 Shaw Rd	Tomball	TX	77377
703	Northpointe Intermediate	11855 Northpointe Blvd	Tomball	TX	77377
703	Decker Prairie Elementary	27427 Decker Prairie Rosehill Rd	Magnolia	TX	77355
703	Creekview Elementary	8877 West New Harmony Trail	Tomball	TX	77375
703	Canyon Pointe Elementary	13002 Northpointe Blvd	Tomball	TX	77377
703	Creekside Park Junior High School	8711 Creekside Green Dr	The Woodlands	TX	77375
703	Willow Wood Junior High School	11770 Gregson Rd	Tomball	TX	77377
703	Wildwood Elementary	13802 Northpointe Blvd	Tomball	TX	77377
703	Tomball Memorial High School	19100 Northpointe Ridge Ln	Tomball	TX	77377
703	Tomball ISD Transportation Center	1055 Baker St	Tomball	TX	77375
703	Tomball ISD Central Office	310 South Cherry St	Tomball	TX	77375
703	Tomball Intermediate	723 West Main St	Tomball	TX	77375
703	Tomball Elementary	1110 Inwood St	Tomball	TX	77375
703	Rosehill Elementary	17950 Waller Tomball Rd	Tomball	TX	77377
703	Lakewood Elementary	15614 Gettysburg Dr	Tomball	TX	77377
703	Creekside Forest Elementary	5949 Creekside Forest Dr	The Woodlands	TX	77389
746	First state bank central	5550 sw hk dodgen loop	temple	tx	76504
757	City of Pleasanton	108 2nd Street	Pleasanton	TX	78064
765	Rolling Oaks Shopping Center	6909 N loop 1604 E	San Antonio	tx	78266
765	San Marcos Premium Outlets	3939 S. Interstate 35	San Marcus	Tx	78666



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768	MARRIOT HOTEL	18700 JOHN F KENNEDY BLVD	HOUSTON	TX	77032
768	Graebel Van Lines	10901 Tanner Rd	Houston	TX	77041
768	Senior Care of Westwood	8702 S. Course Dr	Houston	TX	77099
768	Seed/s preschool	6646 Addicks Satsuma Rd	Houston	Tx	77084
781	walmart	2700 n hwy 281	marble falls	tx	78654
789	INTEGRACOLOR	3210 INNOVATIVE WAY	MESQUITE	TX	75149
793	Canyon Intermediate School (CISD)	506 8th St	Canyon	tX	79015
793	Canyon Intermediate School (CISD)	506 8th St	Canyon	tx	79015
793	Greenway Intermediate School (CISD)	8100 Pineridge	Amarillo	TX	79119
793	Greenways Intermediate School (CISD)	8100 Pineridge	Amarillo	TX	79119
793	Unique Individuals	7701 S Coulter	amarillo	TX	79119
804	RIVERSTONE ANIMAL HOSP	1421 FM 1189 SUITE 4	WEATHERFO R D	TX	76087
807	Santander Consumer USA	5201 Rufe Snow Dr #400	North Richland Hills	TX	76180
807	Bunzl	700 Northpark Central Dr	Houston	TX	77073
807	Bunzl	2005 Valley View Ln	Dallas	TX	75234
807	Santander Consumer USA	5201 Rufe Snow Dr # 400	North Richland Hills	TX	76180
807	Tyson Foods Inc	6350 Browning Ct	North Richland Hills	TX	76180
807	Bunzl	4030 Binz Engleman Rd	San Antonio	tx	78219
807	Barry-Wehmler Companies Inc	6243 West Interstate 10	San Antonio	TX	78230
812	Dumas Cattlefeeders	11301 us hwy287	Dumas	Tx	79029
813	early isd	101 turtle creek	early	tx	76802
813	texasbank	1111 clement	brownwood	tx	76801
827	Morton Salt	801 TX-110	Grand Saline	TX	75140
846	Fayette Electric Co-op	357 Washington	La Grange	TX	78945
865	Oak hills baptist church	2154 Tx-337	New Braunfels	tx	78130
872	kemlon products	1424 n main street	pearland	tx	77581
872	pace opportunity	3901 e. plum	pearland	tx	77581
897	Fort Stockton ISD	101 WEST DIVISION	FORT STOCKTO	TX	79735
901	tyson foods inc	1200 W Kingsbury	seguin	tx	78155
901	Niagra Bottling	1730 8th st	seguin	tx	78155
901	Catepillar	1600 W Kingsbury st	seguin	tx	78155
901	Alamo Group	1627 E Walnut St	seguin	tx	78155
915	the club at new territory	1200 walker school road	sugar land	tx	77479





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915	shifa clinic	10415 synott road	sugarland	tx	77498
939	Price Waterhouse Coopers	300 West 6th Street	Austin	TX	78701
940	4900 River Oaks Blvd	River Oaks	Tx	TX	Submi t
949	Apollo Jr High	1600 Apollo Rd	Richardson	TX	75081
951	Hempsted Rec Center	635 U-290 BUS	Hempsted	TX	77445
951	Prosperity Bank	31250 FM 2920	Waller	TX	77484
951	Prosperity Bank	1250 Austin Street	Hempstead	TX	77445
951	Hempstead ISD	1340 13th Street	Hempstead	TX	77445
1000	Cardenas Motors	1500 N Expressway	Brownsville	TX	78521
1000	Freedom Fitness	2944 Boca Chica	Brownsville	TX	78521
1000	City of Brownsville	1001 E. Elizabeth St.	Brwonsville	TX	78520
1000	Brownsville ISD	1900 E Price Road	Brownsville	TX	78521
1000	Tipotex Chevrolet	1600 N. Expressway	Brwonsville	TX	78521
1040	First Community Credit Union	15260 Fm 529 Rd	Houston	TX	77095
1040	Wells Fargo	7071 Hwy 6 N	Houston	TX	77095
1040	Lone Star College	9191 Barker Cypress	Cypress	TX	77433
1040	LA Fitness	17800 Fm 529 Rd	Houston	TX	77095
1040	Planet Fitness	6960 Barker Cypress	Houston	TX	77084
1040	Home Depot	6800 Hwy 6 N	Houston	TX	77084
1040	USA Nails & Salon	13040 Fm 529 Rd	Houston	TX	77041
1040	Chase Bank	7060 Hwy 6 N	Houston	TX	77095
1040	ACE Hardware	18020 Fm 529 Rd	Cypress	TX	77433
1040	Lowe's	1555 Fm 529 Rd	Houston	TX	77095
1040	CyFair Volunteer Fire Station 8	18210 Fm 529 Rd	Cypress	TX	77433
1040	Hobby Lobby	16011 Fm 529 Rd	Houston	TX	77095
1040	Chevron	16050 West Rd	Houston	TX	77095
1041	TruFit Athletic Club	500 W Expressway 83	Weslaco	TX	78599
1041	Bert Ogden Harlingen	8621 W Exp 83	Harlingen	TX	78552
1041	South Texas ISD	100 Med High Dr	Mercedes	TX	78570
1041	IBC Bank	606 S. Texas Blvd	Weslaco	TX	78596
1041	La Feria ISD	203 E Oleander Ave	La Feria	TX	78559
1041	South Texas ISD	100 Med High Dr	Mercedes	TX	78570
1041	Mercedes ISD	206 W Sixth St	Mercedes	TX	78570
1062	Silver Eagle	7777 Washington Ave	Houston	tx	77007
1062	Halliburton	10200 Bellaire Blvd	Houston	TX	77072
1078	City of Ballinger	700 Railroad Ave	Ballinger	Tx	76821
1078	Ballinger ISD	900 Conda Ave	Ballinger	Tx	76821
1078	Runnels County Dept. of Aging	627 Strong Ave	Ballinger	Tx	76821
1078	Buddy's Plant Plus	2022 N Broadway	Ballinger	Tx	76821
1078	Mueller Supply Co	1913 Hutchings Ave	Ballinger	Tx	76821
1117	Burch Management Co., Inc	10723 Composite Dr	Dallas	TX	75220
1117	Air Liquide America Corp	9101 Lyndon B Johnson	Dallas	TX	75243



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		Fwy			
1117	Air Liquide America Corp	13140 TI Blvd	Dallas	TX	75243
1117	Joseph Noble, Inc	2025 Irving Blvd, St 110	Dallas	TX	75207
1117	HumCap LP	5401 Village Creek Dr	Plano	TX	75093
1117	Reliant Worldwide Plastics	4430 US-82	Gainesville	TX	76240
1117	Dr Jon A Chapman, OD	8687 N. Central Expressway	Dallas	TX	75225
1117	Discount Tire	209 Coit Rd	Plano	TX	75075
1117	Air Liquide America Corp	1310 Electronics Dr	Carrollton	TX	75006
1117	Reliant Worldwide Plastics	2800 Dallas Pkwy	Plano	TX	75093
1117	Alan Ritchey, Inc	1002 I-35 Frontage Rd	Valley View	TX	76272
1117	Weston Solutions	3900 Dallas Parkway	Plano	TX	75093
1129	Vyze	3900 N. Capital of Texas Hwy.	Austin	Tx	78746
1129	IPsoft INC	303 Colorado St. 19th floor	Austin	Tx	78701
1129	Atlassian attn. Carson Kalin	303 Colorado St. Suite 1600	Austin	Tx	78701
1129	Lee Tilford Agency	5725 W. Hwy 290 Ste 201	Austin	Tx	78735
1129	APEX Plastics	421 W Parmer Lane Ste C175	Austin	TX	78727
1148	The Gables At Rolling Meadows	3006 McNeil Avenue	Wichita Falls	TX	76309
1150	FedEx Express	3205 Longmire Dr	College Station	TX	77845
1186	Liberty County Courthouse	1923 Sam Houston	Liberty	TX	77575
1186	Liberty County Sheriff's Office	2400 Beaumont Ave.	Liberty	TX	77575
1186	SAN JACINTO ELEMENTARY SCHOOL	1629 GRAND AVENUE	LIBERTY	TX	77575
1186	LIBERTY MIDDLE SCHOOL	2515 JEFFERSON DRIVE	LIBERTY	TX	77575
1186	LIBERTY HIGH SCHOOL	2615 JEFFERSON DRIVE	LIBERTY	TX	77575
1186	LIBERTY ELEMENTARY SCHOOL	1002 BOWIE STREET	LIBERTY	TX	77575
1186	Walmart	2121 Hwy 146 Bypass	Liberty	TX	77575
1216	Carrollton Senior Center	1720 Keller Springs Rd	Carrollton	TX	75006
1216	Fed Ex Office	7900 Legacy Dr	Plano	TX	75024
1216	Fong Kai USA	2525 Carter Drive	Carrollton	TX	75006
1216	MacArthur Hills	1295 Kinwest Parkway	Irving	TX	75063
1216	Briarview	2645 E Trinity Mills Rd	Carrollton	TX	75006
1216	Barry-Wehmiller Companies Inc	14135 Midway Rd	Addison	TX	75001
1216	Carrollton City Hall	1945 E Jackson Rd	Carrollton	TX	75006
1216	Carrollton Central Service Center	2711 Nimitz Ln	Carrollton	TX	75006
1216	McCoy Elementary	2425 McCoy Rd	Carrollton	TX	75006
1216	Marriott Courtyard Dallas Carrollton	1201 Raiford Rd	Carrollton	TX	75006
1216	Carrollton Senior Center	1720 Keller Springs Rd	Carrollton	TX	75006
1216	PPG, Inc.	1900 N Josey Ln	Carrollton	TX	75006
1216	Exacta Packing Designs	1223 Crowley Dr	Carrollton	TX	75006



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1216	Grin Pediatric Dentistry	6225 Chapel Hill Blvd	Plano	TX	75093
1216	Farmers Branch City Hall	13000 William Dodson Pkwy	Farmers Branch	TX	75234
1216	Brookhaven Country Club	3333 Golfing Green Dr	Farmers Branch	TX	75234
1216	Carrollton Courts Community Room	2001 E Jackson Rd	Carrollton	TX	75006
1216	Sandy Lake Service Center	2155 Sandy Lake Rd, Bldg D	Carrollton	TX	75006
1216	Rockwell Collins	2110 Hutton Dr	Carrollton	TX	75006
1216	Lakeview at Josey Ranch	2105 N Josey Ln	Carrollton	TX	75006
1216	Christus St Joseph Village	1201 E Sandy Lake	Coppell	TX	75019
1216	Atria Carrollton	1825 Arbor Creek Dr	Carrollton	TX	75010
1216	Corinthians Retirement Community	3500 Old Denton	Carrollton	TX	75007
1216	Flowers Baking Co.	4210 Edwards Rd	Denton	TX	76208
1216	Southwest Displays & Events	1200 Crowley Dr	Carrollton	TX	75006
1216	Grin Pediatric Dentistry	17300 Preston Rd, Suite 150	Dallas	TX	75252
1216	Parks Coffee	1421 MacArthur Dr	Carrollton	TX	75007
1253	Centex Materials Incorporated	15105 US HWY 290 E	Manor	Tx	78653
1253	Englewood Estates	2603 Jones Rd	Austin	tx	78745
1253	Georgetown Living	2700 Shell Rd	Georgetown	tx	78628
1253	Parsons House	1130 Camino la Costa	Austin	TX	78752
1253	The Overlook at Plum Creek	4850 Cromwell Dr	Kyle	Tx	78640
1253	Trinity Place Apartments	1203 Cushing Dr	Round Rock	tx	78664
1253	Renaissance-Austin	11279 Taylor Draper Ln	Austin	tx	78759
1253	Assisted Living at Tallwood	101 Tallwood Dr	Georgetown	TX	78628
1254	Church of the Open Door daycare	900 N. Loop 340	waco	tx	76705
1254	Axtell ISD	308 Ottawa	Axtell	TX	76624
1254	LaVega ISD	400 E. Loop 340	waco	tx	76705
1272	Patterson	4540 Lamesa Hwy	Snyder	TX	79549
1272	Kinder Morgan	718 N fm 1611/4632 US 180	Snyder	TX	79549
1272	Safety Plus	1410 College Ave	Snyder	TX	79549
1272	Kinder Morgan	718 N fm 1611/4632 US 180	Snyder	TX	79549
1272	Western Texas College	6200 College Ave	Snyder	TX	79549
1272	Good Life Senior Living	1904 Martha Ann Blvd.	Snyder	TX	79549
1279	Aldine Senior High School	11101 Airline Dr.	Houston	TX	77037
1296	City of San Benito	401 N. Sam Houston Blvd	San Benito	TX	78586
1296	San Benito ISD	240 N. Crockett St	San Benito	TX	78586
1296	Gillman San Benito	1801 Industrial Way	San Benito	TX	78586
1455	Beauty Models School	919 W Pioneer Pkwy	Arlington	TX	76013
1455	Barry-Wehmiller Companies Inc	100 E 15th	Fort Worth	TX	76102
1455	Satori Senoir Care	2305 St claire Drive	Arlington	TX	76012



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1455	CarMax	8400 Anderson Blvd	Fort Worth	TX	76120
1455	Interlochen Health and Rehabilitation	2645 W Randol Mill Rd	Arlington	TX	76012
1455	Brookdale Pecan Park	915 N fielder Rd	ARlington	tx	76012
1455	Star Dental	5615 SW Green Oaks Blvd	Arlington	TX	76017
1455	Beauty Models School	919 W Pioneer Pkwy	Arlington	TX	76013
1516	West Texas ISD	600 s Stewart Ave	Stinnett	Tx	79083
1516	Payton Machine	3100 S Cedar	Borger	Tx	79007
1516	Borger ISD	200 E 9th St	Borger	TX	79007
1516	Linn Energy	1201 Fairlanes Blvd	Borger	Tx	79007
1516	Conner Industries	118 Bunton St	Borger	Tx	79007
1516	Agrium	9021 FR 1551	Borger	Tx	79007
1801	Vietnamese American for Mutual Assistance and Services	2300 W Walnut St	Garland	TX	75042
1801	Lake Highlands Public Improvement District	9780 Walnut St	Dallas	TX	75243
2086	Dave and Busters World Headquarters	2481 Manana Drive	Dallas	TX	75220
2086	Palo Alto Networks	3901 N Dallas Parkway	Plano	TX	75093
2086	Conservatory at Plano	6401 Ohio Dr	Plano	TX	75024
2086	Wells Elementary School	3427 Mission Ridge	Plano	TX	75023
2086	Brookdale Collin Oaks	4045 W 15th St	Plano	TX	75093
2086	Morgan Stanley	200 Crescent Ct #900	Dallas	TX	75201
2086	Morgan Stanley	7500 Dallas Pkwy #500	Plano	TX	75024
2086	Morgan Stanley	13455 Noel Rd	Dallas	TX	75240
2086	NTTA	5900 W Plano Pkwy	Plano	TX	75093
2086	Morgan Stanley	1400 Civic Pl #200	Southlake	TX	76092
2086	Morgan Stanley	1400 Civic Pl #200	Sout	TX	75240
2086	Morgan Stanley	8383 Preston Center Plaza #400	dallas	TX	75225
2086	Morgan Stanley	4975 Preston Park #700	Plano	TX	75093
2086	Morgan Stanley	5001 Spring Valley #900	Dallas	TX	75244
2086	Prestonwood Court	7001 W Plano Parkway	Plano	TX	75093
2086	Code Authority	3001 Dallas Pkwy, Suite 500	Frisco	TX	75034
2086	Huffines Auto Dealerships	4500 W Plano Parkway	Plano	TX	75093
2086	Arteriors	1745 Hayden Dr, Suite 100	Carrollton	TX	75006
2105	Jesuit College Prep	12345 Inwood Rd	Dallas	TX	75244
2105	One Network Enterprises	4055 Valley View Ln Suite 1000	Dallas	TX	75244
2105	Worldpac	2800 E Plano Pkwy #100	Plano	TX	75074
2105	Worldpac	4525 McEwen Rd	Farmers Branch	TX	75074



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2105	LSG Sky Chefs	6191 State Hwy 161	Irving	TX	75038
2105	Tyson Food Inc	113 Range Dr	Garland	TX	75040
2105	McKesson Corporation	1220 Senlac Dr	Carrollton	TX	75006
2105	The Bentley	3362 Forest Ln	Dallas	TX	75234
2105	Tremont	5550 Harvest Hill Rd	Dallas	TX	75230
2105	Snelling	4005 Valley View Ln #700	Dallas	TX	75244
2105	Freed's Furniture	4355 LBJ Freeway	Dallas	TX	75244
2105	LSG Sky Chefs	2120 W 33rd	Dallas	TX	75261
2105	Halliburton Energy Services	2601 E Beltline	Carrollton	TX	75006
2105	North Dallas Veterinary Hospital	3452 Forest Ln #100	Dallas	TX	75234
2239	WELLS FARGO	7559 NW LOOP 410	SAN ANTONIO	TX	78245
2239	wok inn	10919 culebra rd	san antonio	tx	78253
2239	habilitative homes	9018 old sky harbor dr	san antonio	tx	78242
2257	Crestmark Mortgage Company	13100 Northwest Freeway, Suite 200A	Houston	TX	77040
2257	Barry-Wehmler Companies Inc	16801 Greenspoint Park Dr	Houston	TX	77060
2397	Hayes Dental Clinic	717 N. Holland Rd.	Mansfield	TX	76063
2397	GREENOAKS PHYSICAL THERAPY	2851 MATLOCK RD	MANSFIELD	TX	76063
2397	SKYLINE CORP	606 S. 2ND AVE	MANSFIELD	TX	76063
2397	PIER 1 IMPORTS	2200 HERITAGE PARKWAY	MANSFIELD	TX	76063
2433	atlas copco	2100 N 1st st	garland	tx	75040
2439	MERCY GATE CHURCH	9627 EAGLE DRIVE	MONT BELVIEU	TX	77523
2439	OLD RIVER MASON LODGE	2132 N FM 565	MONT BELVIEU	TX	77580
2439	CEDAR BAYOU UNITED METHODIST CHURCH	2714 FERRY ROAD	BAYTOWN	TX	77523
2439	CA FONTINER MASON LODGE	801 SHELTON ROAD	CHANNELVIEW	TX	77530
2439	CEDAR BAYOU MASON LODGE	2850 FERRY ROAD	BAYTOWN	TX	77523
2439	CEDAR BAYOU MASON LODGE	2850 FERRY ROAD	BAYTOWN	TX	77523
2505	ismailji jamatkhana center	1700 first colony	sugarland	tx	77479
2505	iglesia rio de agua vivia	12525 fondren suite #B	houston	tx	77035
2505	houston chinese church	10305 main street	houston	tx	77025
2667	Buckner Terrace HOA	5151 Samuel Blvd	Dallas	TX	75228
2688	Congregation Beth El	1010 Charleston Drive	Tyler	TX	75703
2718	saint agnes academy	9000 bellaire blvd	houston	tx	77036
2718	strake jesuit college preparatory	8900 bellaire boulevard	houston	tx	77036
2718	trafton academy	4711 mcdermed driv	houston	tx	77035
2763	Sharyland ISD	1106 N Shary Rd	Mission	TX	78572
2763	Rio Hondo ISD	215 W Colorado Ave	Rio Hondo	TX	78583
2763	Santa Rosa ISD	102 Jesus R Cruz	Santa Rosa	TX	78593
2763	Wellsfargo	2808 W Trenton	Edinburg	TX	78539



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2763	Stripes	806 E Palma Vista Dr	Palmview	TX	78572
2763	GE	6200 S 42nd ST	McAllen	TX	78503
2763	Pepsi Beverages Co	1601 International Blvd	Hidalgo	TX	78557
2763	Weslaco ISD	319 W 4th St	Weslaco	TX	78596
2763	PSJA ISD	601 E. Kelly	Pharr	TX	78577
2763	Hidalgo ISD	324 E Flora St	Hidalgo	TX	78557
2763	Vicscocity Crosstraining	401 US Hwy 83	McAllen	TX	78501
2763	Progreso ISD	100 Business FM 1015	Progreso	TX	78579
2763	Valley Coca-Cola Bottling Co	2400 W. Exp 83	McAllen	TX	78501
2763	Hyundai of Pharr	1605 W Expressway 83	Pharr	TX	78577
2763	Mercedes-Benz of San Juan	400 E Expressway 83	San Juan	TX	78589
2763	City of Donna	307 S. 12th St	Donna	TX	78537
2763	Donna ISD	116 N 10th St	Donna	TX	78537
2763	City of Pharr	118 S Cage Blvd	Pharr	TX	78577
2763	Valley View ISD	9601 FM2061	Hidalgo	TX	78557
2763	City of Hidalgo	211 E Esperanza Ave	Hidalgo	TX	78557
2763	T-Mobile	3711 San Gabriel	Mission	TX	78572
2763	Fujitsu Ten	5801 S Ware Rd St 200	McAllen	TX	78503
2765	City of Los Fresnos	200 N. Brazil St	Los Fresnos	TX	78566
2765	Los Fresnos ISD	600 N. Mesquite	Los Fresnos	TX	78566
2769	Price Waterhouse Coopers	200 Concord Plaza Suite 920	San Antonio	TX	78216
2835	shavano park senior living	3220 north loop 1604 w	san antonio	tx	78231
2835	Lone Star Bakery	6905 us hwy 87 e	san antonio	tx	78263
2835	Toyota of Boerne	31205 i10	boerne	tx	78006
2835	Whataburger Corporate Office	300 Concord Plaza Dr	San Antonio	TX	78216
2835	boerne isd	123 west johns road	boerne	tx	78006
2835	Hallmark University	10401 Interstate 10 Frontage Rd	San Antonio	TX	78230
2835	mystic park rehabilitation and healthcare center	8503 mystic park	san antonio	tx	78254
2835	pape-dawson Engineers, Inc.	2000 NW Loop 410	Castle Hills	TX	78213
2835	Avanzar Interior Technologies	1 lone star pass unit 41	san antonio	tx	78264
2883	Warren Montessori	10247 Warren Pkwy	Frisco	TX	75035
2883	Warren Montessori	10247 Warren Pkwy	Frisco	TX	75035
2883	First United Bank	960 East McCart St	Krum	TX	76249
2883	First United Bank	2730 W University Dr	Denton	TX	76201
2883	First United Bank	1517 S Centre Pl Dr, #100	Denton	TX	76205
2883	Denbury Onshore	5320 Legacy Dr	Plano	TX	75024
2918	TriTech Software	1205 S Greenville Ave	Allen	TX	75002
2918	State Farm	1251 State St	Richardson	TX	75080
2926	Pepsico	7701 Legacy Dr	Plano	TX	75024
2926	Fossil, Inc	South Sanden Dr	Dallas	TX	75238





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2926	Fossil, Inc	901 S Central Expressway	Richardson	TX	75081
2926	Dr. Pepper Snapple	5301 Legacy Dr	Plano	TX	75024
2980	EULESS USPS	210 N. ECTOR DR.	EULESS	TX	76039
2980	oaks usps	1008 robbers cut off road	river oaks	tx	76114
2980	U.S POST OFFICE	251 W. LANCASTER AVE	FORT WORTH	TX	76102
2980	U.S POST OFFICE HANDLEY	1475 HANDLEY DR	FORT WORTH	TX	76112
2980	U.S Post Office CENTRAL BEDFORD	2124 L DON DODSON DR	BEDFORD	TX	76021
2980	U.S Post Office Colleyville	1501 Hall Johnson Rd	Colleyville	TX	76034
2980	U.S Post Office Alliance Airport	2400 Westport pkwy ste 200	Fort Worth	Tx	76177
2980	U.S Post Office Riverside	400 Retta ST	Fort Worth	TX	76111
2980	U.S Post Office Hurst	825 Precicnt Line RD	Hurst	TX	76053
2980	U.S Post Office North Hurst	777 Cannon Dr	Hurst	Tx	76054
2980	U.S Post Office Saginaw	101 Belmont ST	Saginaw	TX	76179
2980	U.S Post Office North Richland Hills	6051 Davis Blvd	North Richland Hills	TX	76180
2980	U.S Post Office	4600 Mark IV Parkway	Fort Worth	TX	76161
2980	U.S Post Office	4909 Northeast pkwy	Fort Worth	TX	76106
2980	us post office	520 E. Vine St	Keller	Tx	76248
2980	TRINITY RIVER USPS	4450 OAK PARK LANE	FORT WORTH	TX	78109
2980	WHITE SETTLEMENT USPS	301 N. LAS VEGAS TRAIL	FORT WORTH	TX	76108
2980	GRAPEVINE USPS	1251 WILLIAM D. TATE AVE USPS	GRAPEVINE	TX	76051
2980	EIGHT AVENUE USPS	2600 8TH AVE.	FORT WORTH	TX	76110
2980	SOUTHLAKE	300 STATE ST.	SOUTHLAKE	TX	76092
2980	POLYTHNIC USPS	4650 E. ROSEDALE ST.	FORT WORTH	TX	76105
2980	ARLINGTON HEIGHTS USPS	3101 W. 6TH ST	FORT WORTH	TX	76107
2980	U.S POST OFFICE LAKE WORTH	3930 TELEPHONE RD	FORT WORTH	TX	76135
2980	U.S Post Office Central Fort Worth	819 Taylor St	Fort Worth	TX	76102
2980	U.S Post Office Bedford	1300 Harwood Rd	Bedford	TX	76021
2980	U.S Post Office Haslet	1097 Schoolhouse RD	Haslet	Tx	76052
2980	U.S Post Office Stockyards	2120 Ellis Ave	Fort Worth	TX	76164
2980	U.S Post Office Riverbend	2414 Gravel Dr	Fort Worth	TX	76118
2980	U.S Post Office Keller	520 E Vine ste	keller	Tx	76248
2980	U.S Post Office Richland Hills	3201 Diana Dr Ste A	Richland Hills	TX	76118
2980	U.S Post Office Haltom City	5709 Broadway Ave	Haltom City	TX	76117
2980	Jack D Watson Window Unit	4600 Mark IV Pkwy	Fort Worth	TX	76161
2980	U.S Post Office	6651 Watauga Rd Ste 103	Watauga	TX	76148
2980	Open Road Lending	5555 N Beach St	Fort Worth	Tx	76137
2993	sartartia middle school	8125 homeward way	sugar land	tx	77479
2995	Spirit of Math	2001 Independence Parkway	Plano	TX	75075



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2996	Price Waterhouse Coopers	301 Commerce Street, Suite 2350	Fort Worth	TX	76102
2996	Price Waterhouse Coopers	2001 Ross Avenue, Suite 1800	Dallas	TX	75201
2996	Xplor	4660 FM 2281	Lewisville	TX	75056
2996	Xplor	2525 E Trinity Mills	Carrollton	TX	75007
2996	Sting Soccer	15000 E Beltwood Pkwy	Addison	TX	75001
2996	The Tribute HOA	1000 Lebanon Rd	The Colony	TX	75056
2996	Rosemeade Market & Greenhouse	3646 Rosemeade Pkwy	Dallas	TX	75287
2996	Chick Fil A	4523 Frankford Rd	Dallas	TX	75287
2996	Ericsson	6300 Legacy Dr	Plano	TX	75024
2996	Ericsson	6105 Tennyson Pkwy	Plano	TX	75024
2996	Lockheed Martin	1251 S Sherman St #111	Richardson	TX	75081
2996	Lennox Parts Plus	2051 McKenzie Dr #100	Carrollton	TX	75006
2996	Lennox Industries Inc	1820 E Peters Colony Rd	Carrollton	TX	75007
2996	CMI/Walmart Home Delivery	1025 W Trinity Mills	Carrollton	TX	75006
2996	Madison on Marsh	2245 Marsh Ln	Carrollton	TX	75006
2996	Deerfield HOA	4549 Old Pond Dr	Plano	TX	75024
2996	Chipotle Mexican Grill	6202 W Park Blvd	Plano	TX	75093
2996	Ebby Halliday Realtors	3315 Trinity Mills	Dallas	TX	75287
2996	Lockheed Martin	102 W Freeway St	Grand Prairie	TX	75051
2996	Lockheed Martin	9301 Skyline Rd	Dallas	TX	75208
2996	Lennox Industries Inc	1600 Metrocrest Dr	Carrollton	TX	75006
2996	Acme Utility Services	1544 Valwood Pkwy #100	Carrollton	TX	75006
2996	Acme Decorative Concrete	2220 Country Club Dr	Carrollton	TX	75002
2996	RNDC	1010 Isuzu Pkwy	Grand Prairie	TX	75050
2996	Softlayer	4849 Alpha Rd	Dallas	TX	75244
3014	Southern Hills Church of Christ	6969 C.F. Hawn Freeway	Dallas	TX	75217
3014	Genesis Women's Shelter & Support	4411 Lemmon Ave. Suite 201	Dallas	tx	75219
3014	AAA Adult Day Care	3306 W. Walnut St. #200	Garland	TX	75042
3014	Real Page	2201 Lakeside Dr	Richardson	TX	75082
3043	Virbac	3200 Meacham Blvd	Fort Worth	Tx	76137
3044	LOCKHEED MARTIN	1 LOCKHEED BLVD	FORT WORTH	TX	76108
3044	AMERICAN AIRLINES	4333 AMON CARTER BOULEVARD	FORT WORTH	TX	76155
3044	EXXONMOBIL	810 HOUSTON ST	FORT WORTH	TX	76102
3056	St Joseph Catholic Church	25781 hwy 46w	Spring branch	Tx	78070
3058	St. Mary's university	one Camino road	San Antonio	TX	78228
3107	Kronkosky Place	17 Old San Antonio Road	Boerne	Tx	78006



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3112	Cimarron Praise	10155 Old Cimarron Trail	Converse	tx	78109
3112	Northeast Senior Multi Service Center	4355 Centergate st	San Antonio	tx	78217
3112	District 2 senior center	1751 s WW White Rd	San Antonio	tx	78220
3112	Schertz Senior Living	5001 Schertz Parkway	Schertz	Tx	78154
3112	Judson ISD	8012 shin oak drive	Live Oak	Tx	78233
3112	True Vision Baptist Church	2826 Ackerman Rd	San Antonio	TX	78219
3112	Manheim San Antonio	2042 Ackerman Rd	San Antonio	TX	78219
3112	Kirby Senior Center	3211 Alan Shepard Dr	san Antonio	tx	78219
3112	St Joan of Arc Catholic Church	2829 Ackerman Rd	San Antonio	TX	78219
3135	The Vantage at Cityview	6301 Overton Ridge Blvd	Fort Worth	TX	76132
3135	Stonegate Nursing Center	4201 Stonegate Blvd	Fort Worth	TX	76109
3135	Good Life Assisted Living and Memory Care	812 W. Morphy St	Fort Worth	TX	76104
3135	Travis Ave Baptist Church	800 West Berry St	Fort Worth	TX	76110
3135	Cedar Bluff Assisted Living	354 Matlock Road	Mansfield	TX	76063
3135	Courtyards at River Park Senior Living	3201 River Park Drive	Fort Worth	TX	76116
3198	atria	1825 arbor creek drive	carrollton	tx	75010
3199	Primrose School	4301 E. Renner Rd	Richardson	TX	75082
3204	Parrish-Hare Southwest	3201 Robinson Rd	Midlothian	TX	75165
3204	Parrish-Hare West	100 S Sylvania	Fort Worth	TX	76111
3204	Parrish-Hare Dallas	1211 Regal Row	Dallas	TX	75247
3213	New Caney High School	21650 Loop 494	New Caney	TX	77357
3213	Woodridge Forest Middle School	4540 Woodridge Parkway	Porter	TX	77365
3213	White Oak Middle School	24161 Briar Berry Lane	Porter	TX	77365
3213	Valley Ranch Elementary School	21700 Valley Ranch Crossing Dr.	Porter	TX	77365
3213	Tavola Elementary School	18885 Winding Summit Dr.	New Caney	TX	77357
3213	Sorters Mill Elementary School	23300 Sorters Road	Porter	TX	77365
3213	New Caney Elementary School	20501 FM 1485	New Caney	TX	77357
3213	Kings Manor Elementary School	21111 Royal Crossing Drive	Kingwood	TX	77339
3213	Crippen Elementary School	18690 Cumberland Blvd	Porter	TX	77365
3213	Bens Branch Elementary School	24160 Briar Berry Lane	Porter	TX	77365
3213	BMW OF TJE WOODLANDS	17830 INTERSTATE 45 SOUTH	THE WOODLAND	TX	77384
3213	WINDSOR LAKE CLUBHOUSE	1 LAKE WINDSOR CIRCLE	CONROE	TX	77384
3213	City of Conroe Tower -2nd floor EOC	300 West Davis Street	Conroe	TX	77301
3213	City of Conroe (Public Works Department)	401 South Sgt Ed Holcombe Blvd	Conroe	Tx	77304
3213	BMW	17830 N Freeway Service Road	The Woodlands	TX	77384
3213	Porter High School	22625 Sandy Lane	Porter	TX	77365



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3213	Infinity Early College High School	22500 Eagle Drive	New Caney	TX	77357
3213	Woodridge Forest Middle School	4540 Woodridge Parkway	Porter	TX	77365
3213	Keefer Crossing Middle School	20350 FM 1485	New Caney	TX	77357
3213	New Caney Middle School	22784 Hwy 59 S	Porter	TX	77365
3213	Oakley Elementary School	22320 Loop 494	New Caney	TX	77357
3213	CONSERATORY AT ALDEN BRIDGE	6203 ALDEN BRIDGE DRIVE	THE WOODLAND	TX	77382
3213	MAGNOLIA ISD	31141 NICHOLS SAWMILL RD	MAGNOLIA	TX	77353
3213	City of Conroe (Police Station)	700 Old Montgomery Road (FM2854)	Conroe	TX	77301
3226	Woodcreek Junior High	1801 Woodcreek Bend Ln	Katy	TX	77494
3226	Primrose school	26900 cinco ranch blvd	katy	tx	77494
3229	G. Keith Davis, Attorney At Law	802 East Ave	Wellington	TX	79095
3229	Goodwill	4117 Hillcrest	Vernon	TX	76384
3274	St. Mary's Orthodox Church	14133 Dennis Lane	Farmers Branch	tx	75234
3279	Republic Services	4542 se loop 410	San Antonio	Tx	78222
3279	Tiger Sanitation	6315 us 87	San Antonio	tx	78222
3284	Phap Quang Temple	1004 Small Street	Grand Prairie	TX	75050
3284	Vietnamese American for Mutual Assistance and Services	2300 W Walnut St	Garland	TX	75042
3285	Atlas Copco Drilling Solutions LLC	815 Enterprise Blvd St 100	Allen	TX	75013
3287	GE Healthcare	7920 Elmbrook	Dallas	TX	75247
3296	BROOKDALE SENIOR LIVING HOME	2929 POST OAK BLVD	HOUSTON	TX	77056
3296	IGLOO	28155 hwy blvd	katy	tx	77494
3297	Bray Controls	13333 Westland East Blvd	Houston	TX	77041
3297	Sysco Corp.	1390 Enclave Pkwy	Houston	TX	77077
3297	Brookdale Cy-Fair Senior Living Solutions	11500 Fallbrook Dr	Houston	TX	77065
3297	Elmcroft of Cy-Fair	11246 Fallbrook	Houston	TX	77065
3297	Heartis Senior Living	17935 Longenbaugh Drive	Cypress	TX	77433
3297	South Coast Supply	20702 Hempstead Rd, #100	Houston	TX	77065
3297	Bibs and Cribs	10860 Jones Rd	Houston	TX	77065
3297	Sieman's	10750 Telge Rd	Houston	TX	77095
3297	Beck and Masten GMC	11300 FM 1960 W	Houston	TX	77065
3302	lac hong adult day care center	6628 s wilcrest drive	houston	tx	77072
3302	kids r kids learning academy - sienna plantation	4401 sienna circle	missouri city	tx	77459
3302	kids r kids learning academy -- riverstone	18408 winding waters lane	sugar land	tx	77479



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3319	walmart overnight clinic	2020 heights dr	harker heights	tx	76548
3383	Hastings	5715 Canyon Dr	Amarillo	TX	79110
3391	GE oil and gas inc	1150 Schwann rd,	Schertz	Tx	78132
3406	King Architectural Metals	9611 E RL Thornton Freeway	Dallas	TX	75228
3406	Knight Electronics	10557 Metric Dr	Dallas	TX	75243
3406	Futurewei	5340 Legacy Dr Ste 175	Plano	TX	75024
3406	Huawei	5700 Tennyson Pkwy Ste 500 & 600	Plano	TX	75024
3406	GENBAND	3605 E Plano Pkwy	Plano	TX	75074
3406	Town of Addison	5300 Belt Line Rd	Addison	TX	75001
3406	CBRE	2100 McKinney Ave, Suite 700	Dallas	TX	75201
3406	Ryder	3500 Beltline Rd	Farmers Branch	TX	75234
3406	Alcatel Lucent	601 Data Dr	Plano	TX	75075
3406	Chase Couriers & Logistics	1220 Champion Circle #114	Carrollton	TX	75006
3406	McLane Intelligent Solutions	15305 Dallas Pkwy #30	Addison	TX	75001
3406	McLane Food Service	2085 Midway Rd	Carrollton	TX	75006
3425	Halliburton (Technology Center)	15081 1/2 Milner Rd Gate 3	Houston	TX	77032
3425	Archdiocese Galveston-Houston St. Dominic Center	2403 Holcombe Blvd.	Houston	TX	77021
3425	Archdiocese Galveston-Houston	1700 San Jacinto St	Houston	TX	77002
3425	Mary Queen Catholic Church	606 Cedarwood dr	Friendswood	TX	77546
3425	Air Liquide	9811 Katy Freeway Suite 100	Houston	TX	77024
3432	Americold	5140 Catron Drive	Dallas	tx	75227
3432	Perla Dental	692 W Pioneer Pkwy Suite 100	Grand Prairie	TX	75051
3432	Perla Dental	404 NIH 35E Suite 118	Lancaster	TX	75146
3433	City Of DeSoto	211 E. Pleasant Run Road	DeSoto	tx	75115
3433	Slater Matsil LLP	17950 Preston Road, Suite 1000	Dallas	TX	75252
3449	YMCA	100 E. Beeline Lane	Harker Heights	TX	76548
3450	Bambino's Childcare & Learning	2802 Illinois Ave.	Killeen	TX	76543
3450	Lions Club Killeen Senior Center	1700 E Stan Schlueter Loop	Killeen	TX	76542
3450	Creative Child Learning Arts Academy	2300 South Clear Creek Road	Killeen	tx	76549
3450	Killeen Independent School District (KISD)	200 N WS Young Dr	Killeen	TX	76543
3452	Hosana Church	17700 Clay Rd,	Houston	TX	77084
3452	Living world of the Nazarene	17700 Clay Rd	Houston	Tx	77084
3452	Lone Star College	19710 Clay Rd	Houston	TX	77449
3452	Sampson	16002 Coles Crossings	Cypress	Tx	77429



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		Dr			
3452	A. Robison	17100 Robison Woods Rd.	Cypress	Tx	77429
3452	M. Robinson	4321 Westfield Village Dr	Cypress	Tx	77449
3452	Rennell	19500 Tuckerton Blvd	Cypress	Tx	77433
3452	Reed	8700 Tami Renee Ln	Houston	Tx	77040
3452	Postma	18425 West Rd	Cypress	Tx	77433
3452	Post	7600 Equador St	Houston	Tx	77040
3452	Pope	19019 N. Bridgeland Pkwy	Cypress	Tx	77433
3452	McFee	19315 Plantation cove Ln	Katy	Tx	77449
3452	Lone Star College	19710 clay rd	katy	tx	77449
3452	Hosanna Church	17700 Clay rd	Houston	Tx	77084
3452	Sheridan	19790 Keith Harrow Blvd	Katy	Tx	77449
3452	Owens	7939 Jackrabnit Rd	Houston	Tx	77095
3452	Moore	13734 Lakewood Forest Dr	Houston	Tx	77070
3452	Millsap	12424 Huffmeister Rd	Cypress	Tx	77429
3452	Metcalfe	6100 Queenston Blvd	Houston	Tx	77084
3452	Matzke	13102 Jones Rd	Houston	TX	77070
3452	Living world of Nazare	16607 Clay Rd	Houston	Tx	77084
3452	Lone star college	19710 clay rd	katy	tx	77449
3482	Crest Foods	101 West Renner Road	Richardson	TX	75082
3482	Transwestern	3661 N. Plano Road	Richardson	TX	75082
3506	cy-fair h.s.	22602 hempsted hwy	cypress	tx	77429
3509	CDI	11200 Richmond Ave	Houston	TX	77082
3510	windsor village united methodist church	5927 heatherbrook drive	houston	tx	77085
3510	pressnflex fitness	133 w parkwood	friendswood	tx	77546
3521	Austin College	900 N GRAND AVE	SHERMAN	TX	75090
3530	United Commerce Centers Inc	10679 harry hines blvd	dallas	tx	75220
3530	Transamerica	2700 w plano pkway	plano	tx	75075
3542	Legacy Ford	27225 Southwest Freeway	Rosenberg	TX	77471
3542	Sienna Plantation Animal Hospital	9212 Sienna Ranch Rd.	Missouri City	TX	77459
3572	Kids R Kids	2430 county road 90	pearland	tx	77584
3572	ethosenergy	3100 south sam houston parkway	houston	tx	77047
3574	chick-fil-a	w. mcdermott drive	allen	tx	75013
3574	Dick's Sporting Goods	170 E Stacy Rd	Allen	tx	75002
3574	Allen Community Outreach	801 E Main	allen	tx	75002
3574	chick-fil-a	350 stacy rd	allen	tx	75002
3574	Angel Way Dental	1512 E.Exchange	Allen	TX	75002





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		Parkway			
3579	LIEDER ELEMENTARY SCHOOL	17003 KEITH HARROW BLVD	HOUSTON	TX	77084
3579	LEE ELEMENTARY SCHOOL	12900 WEST LITTLE YORK RD	HOUSTON	TX	77041
3579	LAMKIN ELEMENTARY SCHOOL	11521 TELGE RD	CYPRESS	TX	77429
3579	KIRK ELEMENTARY SCHOOL	12421 TANNER RD	HOUSTON	TX	77041
3579	KEITH ELEMENTARY SCHOOL	20550 FAIRFIELD GREEN	CYPRESS	TX	77433
3579	JOWELL ELEMENTARY SCHOOL	6365 GREENHOUSE RD	KATY	TX	77449
3579	HOLBROOK ELEMENTARY SCHOOL	6402 LANGFIELD RD	HOUSTON	TX	77092
3579	HAMILTON ELEMENTARY SCHOOL	12050 OLD KLUGE RD	CYPRESS	TX	77429
3579	HALGROVE ELEMENTARY SCHOOL	7120 NORTH ELDRIDGE PKWY	HOUSTON	TX	77041
3579	Atria Kingwood	2401 Green Oak Drive	kingwood	tx	77339
3579	Lone Star College	20000 KINGWOOD DR	KINGWOOD	TX	77339
3579	LOWERY ELEMENTARY SCHOOL	15950 RIDGE PARK DRIVE	HOUSTON	TX	77095
3579	HORNE ELEMENTARY SCHOOL	14950 WEST LITTLE YORK RD	HOUSTON	TX	77084
3579	HOLMSLEY ELEMENTART SCHOOL	7315 HUDSON OAKS DRIVE	HOUSTON	TX	77095
3579	HOMMERWAY ELEMENTARY SCHOOL	20400 WEST LITTLE YORK RD	KATY	TX	77449
3579	HAMMENWAY ELEMENTARY SCHOOL	20400 WEST LITTLE YORK RD	KATY	TX	77449
3579	HAMCOCK ELEMENTARY SCHOOL	13801 SCHROEDER RD	HOUSTON	TX	77070
3579	COPELAND ELEMENTARY SCHOOL	9203 WILLOWBRIDGE PARK BLVD	HOUSTON	TX	77064
3579	Brookdale Assistant Living	929 Rockmead Dr	Humble	tx	77339
3584	EQD	4809 WESTWAY PARK BLVD	HOUSTON	TX	77041
3585	wire mesh corp (WMC)	18490 main street	conroe	tx	77385
3591	Center Point Baptiste Church	14884 FM 1774	Plantersville	tx	77363
3591	Mt Sinai Baptist Church	611 Community Rd	Montgomery	TX	77356
3591	Anytime Fitness	20873 Eva ST	Montgomery	TX	77356
3591	City of Montgomery	101 Old Panterville	Montgomery	TX	77356
3591	City of Montgomery (Fire Dept)	20590 Eva St	Montgomery	TX	77356
3591	State Farm Insurance	20821 Eva ST	Montgomery	TX	77356
3591	Montgomery ISD	13159 Waldren Road	Montgomery	TX	77356
3594	Woods Chapel Baptist Church	2424 California Ln	Arlington	TX	76015
3594	Fielder Road Church	2011 S. Fielder Rd	Arlington	TX	76013
3594	st mary's catholic church	8227 county road 205	plantersville	tx	77363
3640	Ark Shadows Apartment Homes	7200 Shadyvilla Lane	Houston	TX	77055
3640	Pappas, Inc	6360 Richmond Ave	Houston	TX	77057
3653	Diesel Dynamics	940 S Broadway St.	Joshua	TX	76058
3661	iconic strength and conditioning	6410 airport road	el paso	tx	79925



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3661	wheelchair & walker rentals inc	1241 lee trevino	el paso	tx	79907
3777	Frisco Lakes	7277 Frisco Lakes Dr	Frisco	TX	75034
3777	Trinity Industries	7115 Belton St	Richland Hills	TX	76118
3777	Mondelez International	90 Tradewind Dr	Fort Worth	TX	76177
3777	Genband	3605 E Plano Pkwy	Plano	TX	75074
3777	Trinity Industries	1000 NE 28th St	Fort Worth	TX	76106
3777	Trinity Industries	615 E Sycamore St	Denton	TX	76205
3777	Trinity Industries	2525 Stemmons Fwy	Dallas	TX	75207
3777	Alcon	6201 South Freeway	Fort Worth	TX	76134
3777	City of Little Elm	100 W Eldorado Pkwy	Little Elm	TX	75068
3827	Brookdale First Colony	16900 lexington blvd	sugar land	tx	77479
3827	Watercrest at Sugar Land	744 Brooks St	Sugar Land	TX	77478
3827	Mylan	12720 Dairy Ashford Rd	Sugar Land	TX	77478
3827	Brookdale First Colony	16900 Lexington Blvd	Sugar Land	TX	77479
3828	Teleco Plus Credit Union	423 Gilmer Rd	Longview	Tx	75604
3828	Telco Plus Credit Union	7395 S Broadway ave	Tyler	Tx	75703
3870	PARK SPRINGS BIBLE CHURCH	5515 PARK SPRINGS BLVD	ARLINGTON	TX	76017
3870	NORTH FORT WORTH BAPTIST CHURCH	5801 N I-35W	FORT WORTH	TX	76131
4046	Bank of America	1913 S.Garland Ave.	Garland	TX	75040
4055	Marantha Bible Church	7855 Tx-1604	Converse	tx	78109
4103	Ric's Dancehall	603 E Hondo Ave	Devine	tx	78056
4103	Devine Community Center	200 E Hondo Ave	devine	tx	78056
4103	Devine High School	1225 W Hondo Ave	Devine	tx	78056
4103	Ramirez Residential Care	1034 CR 664	devine	tx	78016
4103	Ramirez Personal Care	1024 CR 664	devine	tx	78016
4103	M.A. Assisted Living Home	185 CR 679	Natalia	tx	78059
4103	Heritage Residential Care Center	307 Briscoe	devine	tx	78016
4103	Country View Care Home	1060 NW FM 462	Moore	tx	78057
4104	Denton Senior Center	509 N. Bell Ave.	Denton	TX	76209
4104	Allen Senior Recreation Center	451 St. Mary Dr.	Allen	TX	75002
4104	McKinney Senior Recreation Center	1400 S. College St.	McKinney	TX	75069
4104	City of Frisco Senior Center at Frisco Square	6670 Moore St.	Frisco	TX	75034
4104	Plano Senior Recreation Center	401 W. 16th St.	Plano	TX	75075
4104	Dillard's	2201 S I-35 E	Denton	TX	76205
4104	Autumn Oaks of Corinth	3400 Corinth Pkwy	Corinth	TX	76208
4104	Surepoint Emergency Center	2426 Lillian Miller Pkwy	Denton	TX	76205
4112	Brownsville Toyota	6750 N Expressway 77/83	Brownsville	TX	78526
4112	Payne Brownsville	4017 N. Expressway	Brownsville	TX	78520
4112	University of Texas School of Public Health	80 Fort Brown	Brownsville	TX	78520



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4115	Discovery Church	242 Country Ln	Cibolo	Tx	78108
4163	Mercedes Benz of Georgetown	7401 S. Interstate 35	Georgetown	TX	78626
4182	Merrill Lynch Plano	6836 Dallas Pkwy 3rd Floor	Plano	TX	75024
4182	Vendor Resource Management Company	4100 International Pkwy #1000	Carrollton	TX	75007
4182	Hudson Peters Commercial	16479 Dallas Parkway Ste 750	Addison	TX	75001
4182	TBK Bank	12700 Park Central Drive Ste 1700	Dallas	TX	75251
4182	Plano Super Bowl	2521 K Ave	Plano	TX	75074
4182	Authority Roofing LLC	2591 Dallas Pkwy #300	Frisco	TX	75034
4182	Plano Rotary Club	4517 Emerson Dr	Plano	TX	75093
4182	In Touch Credit Union	4701 West Plano Pkwy Suite 100	Plano	TX	75093
4182	Silverado Plano Memory Care Community	5521 Village Creek Dr	Plano	TX	75093
4182	Aqua Fit Aquatics	1400 Summit Ave D2	Plano	TX	75074
4182	Care Builders at Home	6860 N Dallas Pkwy Ste 200	Plano	TX	75024
4182	Texas Paint	4410 Ross Avenue	Dallas	TX	75204
4183	Aqua-tech laboratories inc	635 Phil Graham blvd	bryan	TX	77807
4183	TOYO INK AMERICA, LLC	2400 NORTH HARVEY MITCHELL PKWY	BRYAN	TX	77807
4183	coufal-prater equipment ,LLC	3110 HIGHWAY 21 WEST	Bryan	TX	77803
4183	traditions club at texas a&m	3131 club drive	bryan	tx	77807
4183	Blinn college	2423 Blinn blvd	bryan	tx	77805
4183	Wells Fargo	3000 Briarcrest Dr	bryan	tx	77802
4183	The Home Depot	1615 University Dr E	College station	TX	77840
4183	Lowe's Home Improvement	4451 Texas 6 frontage rd	college station	tx	77845
4183	Lowe's Home Improvement	3225 Freedom blvd	bryan	tx	77802
4183	AMERICAN MOMENTUM BANK	1 MOMENTUM BLVD	COLLEG E	TX	77845
4183	Traditions Club at Texas A&M	3238-3298 cASITA CT	BRYAN	TX	77807
4183	TEEX Brayton Fire Training Field	1595 nuclear science rd	college station	tx	77843
4183	bryan fire department station 1	300 w william j bryan pkwy	bryan	tx	77803
4183	st joseph catholic school	600 s coulter	bryan	tx	77803
4183	Oakwell academy	1001 woodcreek dr	college station	tx	77845
4183	cornerstone christian school	3200 cavitt ave	bryan	tx	77801
4183	Texas A&M health science center	214 adriance lab rd	college station	tx	77843
4183	stephen f austin school	801 s ennis st	bryan	tx	77803
4183	kemp elementary school	750 bruin trace	brayn	tx	77803
4183	sul ross elementary school	3300 pkwy ter	bryan	tx	77802
4183	the mary catherine harris-of choice	1307 memorial dr	bryan	tx	77802



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	school				
4183	neal elementary school	801 w m l k st	brayn	tx	77803
4183	navarro elementary school	4619 northwood dr	bryan	tx	77803
4183	bryan high school	3450 campus dr	bryan	tx	77802
4183	Arents Family Dentistry	1103 E Villa Maria rd	bryan	tx	77802
4183	brazos valley pediatric dentistry	1103 rock prairie rd, unit 1001	college station	tx	77845
4183	bluenonnet house	3601 victoria ave	college station	tx	77845
4183	Arbor Oaks At Crestview	2505 E Villa Maria rd	Bryan	tx	77802
4183	Esperanza Assisted Living	1103 Rockprairie rd	college station	tx	77845
4183	The Waterford at College Station	1103 Rock Prairie Rd	College Station	tx	77845
4183	Home Instead Senior Care	1908 Greenfield plaza	bryan	tx	77802
4183	Lampstand Health& Rehab	2001 E 29th st	Bryan	TX	77802
4183	Crestview Retirement Community	2505 E Villa Maria rd	Bryan	TX	77802
4183	Blinn College	902 college ave	brehnam	tx	77833
4183	BETTER HOMES AND GARDENS REAL ESTATE	1251 BARRON RD	COLLEG E	TX	77845
4183	KELLER WILLIAMS REALTY	2801 EARL RUDDER FWY	COLLEG E	TX	77845
4183	The Bryan-College station Eagle	1729 Briarcrest dr	bryan	tx	77802
4183	KbtX Media	4141 E 29th st	bryan	tx	77802
4183	brazos county courthouse	300 E 26th st	bryan	tx	77803
4183	st joseph catholic school	6044 rye loop & osr	bryan	tx	77807
4183	St Joseph Catholic School	901 E. wm. joel pkwy	bryan	tx	77803
4183	primrose school of college station	1021 arrington rd	college station	tx	77845
4183	stepping stone school	900 university oaks blvd	college station	tx	77840
4183	St. Joseph catholic secondary school	600 s coulter dr	bryan	tx	77803
4183	St. Thomas early learning center	906 george bush dr	college station	tx	77840
4183	saint michael's episcopal school	2500 s college ave	bryan	tx	77801
4183	sam rayburn school	1048 n earl rudder fwy	bryan	tx	77802
4183	sam houston elementary school	4501 canterbury	bryan	tx	77802
4183	mittchell elementary school	2500 austin's colony pkwy	bryan	tx	77808
4183	henderson elementary school	801 matous dr	bryan	tx	77802
4183	harmony science academy	2031 s texas ave	bryan	tx	77802
4183	johnson elementary school	3800 oak hill dr	bryan	tx	77802
4183	kemp elementary school	750 bruin trace	bryan	tx	77803
4183	crockett elementary school	401 elm	bryan	tx	77801
4183	creek view elementary school	1001 eagle ave	college station	tx	77845
4183	rock prairie elementary school	3400 welsh ave	college station	tx	77845
4183	A&M Consolidated high school	1801 harvey mitchell pkwy s	college station	tx	77840
4183	college hills elementary school	1101 williams st	college station	tx	77840
4183	Elms Orthodontics	1501 Emerald pkwy	college station	tx	77845



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4183	traditions heath care	1862 rock prairie rd	college station	tx	77845
4183	EASTERWOOD AIRPORT	1 McKenzie terminal blvd unit 112	college station	tx	77845
4183	VISITING ANGELS LIVING ASSISTANCE SERVICES	3801 E CREST DR #1306	BRYAN	TX	77802
4183	SENIOR CIRCLE	1604 RPCK PRAIRIE RD	COLLEG E	TX	77845
4183	COMFORT KEEPERS	244 SOUTHWEST PKWY E	COLLEG E	TX	77840
4183	brazos county senior citizens	1402 bristol st	bryan	tx	77802
4183	dansby house inc	703 dean st	bryan	tx	77806
4183	Snook Independent School District	10110 FM 2155	somerville	Tx	77879
4183	Broadmoor Place	2601 E Villa Maria rd	Bryan	tx	77802
4183	Park Place	8733 TX-6	BRYAN	TX	77807
4183	Carriage Inn-Bryan	4235 Boonville Rd	Bryan	TX	77802
4183	Hudson Creek Alzheimer's Special Care Center	3850 Coppercrest Dr	Bryan	TX	77802
4183	College Station Independent School District	1812 Welsh ave	College Station	TX	77840
4183	Bryan Independent School District	101 North Texas ave	Bryan	TX	77803
4194	Solalis Ass. Living	4409 John Stockbauer Dr.	Victoria	TX	77904
4194	Victoria Electric	102 s Ben Jordan St.	Victoria	tx	77901
4215	City of Forney	110 Justice Center Drive	Forney	Tx	75126
4215	City of Forney	101 W Main Street	Forney	Tx	75126
4219	Cabella's	15570 S IH 35 Frontage Rd	Buda	tx	78610
4290	Southwestern Energy	10000 Energy Dr.	Spring	TX	77389
4298	DAWN Center- City of Houston	3611 Ennis	Houston	TX	77004
4298	Cornerstone Village Apartments	3133 Cornerstone Park Dr	Houston	TX	77014
4298	D. Bradley McWilliams YMCA	19915 TX-249	Houston	TX	77070
4298	Kashmere Multi-Service Center	4802 Lockwood Dr	Houston	TX	77026
4298	Fuseco-Houston	15550 WEST HARDY	Houston	TX	77060
4298	Cambridge School	18901 Timber Forest Drive	Humble	TX	77346
4298	Summer Creek High School	14000 Weckford Blvd	Houston	TX	77044
4298	Quest Early College High School	15903 West Lake Houston Parkway	Houston	TX	77044
4298	Kingwood Park High School	4015 Woodland Hills Drive	Kingwood	TX	77339
4298	Humble High School	1700 Wilson Road	Humble	TX	77338
4298	Woodcreek Middle School	14600 Woodson Park Drive	Houston	TX	77044
4298	Ross Sterling Middle School	1131 Wilson Road	Humble	TX	77338
4298	Humble Middle School	11207 Will Clayton Parkway	Humble	TX	77346
4298	Timbers Elementary School	6910 Lonesome Woods	Humble	TX	77346





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		Trail			
4298	Summerwood Elementary School	14000 Summerwood Lakes Drive	Houston	TX	77044
4298	Shadow Forest Elementary School	2300 Mills Branch Drive	Kingwood	TX	77345
4298	River Pines Elementary School	2400 Cold River Drive	Humble	TX	77396
4298	Ridge Creek Elementary School	15201 Woodland Hills Drive	Humble	TX	77396
4298	Pine Forest Elementary School	19702 West Lake Houston Parkway	Humble	TX	77346
4298	Park Lakes Elementary School	4400 Wilson Road	Humble	TX	77396
4298	Oaks Elementary School	5858 Upper Lake Drive	Humble	TX	77346
4298	North Belt Elementary School	8105 North Belt Drive	Humble	TX	77396
4298	Lakeland Elementary School	1500 Montgomery Lane	Humble	TX	77338
4298	Deerwood Elementary School	2920 Forest Garden Dr.	Kingwood	TX	77345
4298	GE Oil and Gas	18000 Highway 59 (Eastex Freeway)	Humble	TX	77396
4298	GE Oil and Gas	4424 West Sam Houston Parkway North	Houston	TX	77041
4298	GE Oil and Gas	16240 Port Northwest Drive	Houston	TX	77041
4298	GE Oil and Gas	3300 N. Sam Houston Pkwy East	Houston	TX	77032
4298	GE Oil and Gas	7105 Business Park Drive	Houston	TX	77041
4298	Primrose Del Sol Apartments	131 Aldine Bender Rd	Houston	TX	77060
4298	East Montgomery County YMC	16401 1st St	Splendora	TX	77372
4298	Kingwood High School	2701 Kingwood Drive	Kingwood	TX	77339
4298	Atascocita High School	13300 Will Clayton Parkway	Humble	TX	77346
4298	Timberwood Middle School	18450 Timber Forest Drive	Humble	TX	77346
4298	Riverwood Middle School	2910 High Valley Drive	Kingwood	TX	77345
4298	Kingwood Middle School	2407 Pine Terrace	Kingwood	TX	77339
4298	Creekwood Middle School	3603 West Lake Houston Parkway	Kingwood	TX	77339
4298	Atascocita Middle School	18810 West Lake Houston Parkway	Humble	TX	77346
4298	Woodland Hills Elementary School	2222 Tree Lane	Kingwood	TX	77339
4298	Willow Creek Elementary School	2002 Willow Terrace Drive	Kingwood	TX	77345
4298	Whispering Pines Elementary School	17321 Woodland Hills Drive	Humble	TX	77346
4298	River Pines Elementary School	2400 Cold River Drive	Humble	TX	77396
4298	Oak Forest Elementary School	6400 Kingwood Glen	Humble	TX	77346
4298	Maplebrook Elementary School	7935 Farmingham Road	Humble	TX	77346
4298	Lakeshore Elementary School	13333 Breakwater Path	Houston	TX	77044
4298	Jack M. Fields Sr. Elementary School	2505 South Houston Avenue	Humble	TX	77396





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4298	Humble Elementary School	20252 Fieldtree Dr.	Humble	TX	77338
4298	Greentree Elementary School	3502 Brookshadow Dr.	Kingwood	TX	77345
4298	Foster Elementary School	1800 Trailwood Village Dr.	Kingwood	TX	77339
4298	Fall Creek Elementary School	14435 Mesa Dr.	Humble	TX	77396
4298	Elm Grove Elementary School	2815 Clear Ridge Dr.	Kingwood	TX	77339
4298	Eagle Springs Elementary School	12500 Will Clayton Pkwy	Humble	TX	77346
4298	Bear Branch Elementary School	3500 Garden Lake Dr.	Kingwood	TX	77339
4298	Atascocita Springs Elementary School	13515 Valley Lodge Pkwy	Humble	TX	77346
4298	Lake Houston Family YMCA	2420 W. Lake Houston Pkwy	Kingwood	TX	77339
4298	Price Waterhouse Coopers	1000 Louisiana Street, Suite 5800	Houston	TX	77002
4298	GE Oil and Gas	Westway Plaza-11330 Clay Road-BLD-1037727	Houston	TX	77041
4298	GE Oil and Gas	4425 Westway Boulevard	Houston	TX	77041
4298	GE Oil and Gas	11150 Equity Drive	Houston	TX	77041
4298	GE Oil and Gas	12221 N. Houston Rosslyn Rd	Houston	TX	77086
4298	GE Oil and Gas	16250 Port Northwest Drive	Houston	TX	77041
4298	GE Oil and Gas	17619 Aldine Westfield Road	Houston	TX	77073
4366	ABC 123 Christian Learning Center	1035 Belvidere St #123	El Paso	TX	79912
4367	Catfish King	3301 Summerhill Rd	Texarkana	TX	75503
4367	9/5/2016	2500 N Robinson Rd	Texarkana	TX	75501
4367	Westgate	3501 summerhill Rd	Texarkana	TX	75503
4367	Michelin	3223 Summerhill Rd	Texarkana	TX	75503
4367	ARMSTRONG McCALL	3408 SUMMERHILL RD	Texarkana	TX	75503
4367	Blue Gorilla Garage	6905 Alumax rd	Texarkana	TX	75501
4373	LEDWELL	3300 WACO ST	TEXARKANA	TX	75501
4373	BAPTIST BOOKSTORE	4605 N. STATELINE	TEXARKANA	TX	75503
4373	BAPTIST BOOKSTORE	4605 NORTH STATELINE	TEXARKANA	TX	75503
4373	BAPTIST BOOKSTORE	4605 N. STATELINE	TEXARKANA	TX	75503
4373	BAPTIST BOOKSTORE	4605 NORTH STATELINE	TEXARKANA	TX	75503
4373	LEDWELL	3300 WACO ST	TEXARKANA	TX	75501
4373	LEDWELL	3300 WACO ST	TEXARKANA	TX	75501
4416	Anheuser-Busch	775 Gellhorn Dr	Houston	TX	77029
4416	Silver Eagle Distributors	8660 N. Eldridge Parkway	Houston	TX	77041
4464	Dr David Woodburn DDS	2602 s kentucky	amarillo	tx	79109
4464	Dr David Woodburn DDS office	3602 S Kentucky	Amarillo	Tx	79109
4464	corbin orthodontics	3419 coulter	amarillo	tx	79109
4464	panhandle dental	7200 w 45th	amarillo	tx	79109



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4464	panhandle dental	7200 w 45th	amarillo	tx	79109
4464	West Gate Chevrolet	2200 i-40 east	amarillo	tx	79103
4464	Brady Dental Clinic	2915 S Georgia	Amarillo	tx	79109
4465	Carlton Center	13550 Woods-Spillane Blvd	Cypress	TX	77249
4465	Adaptive Behavior Center	12508 Windfern Rd.	Houston	TX	77064
4465	Watkins Middle School	4800 Calmvillage St	Houston	TX	77064
4465	Spillane Middle School	13403 Woods Spillane Blvd	Cypress	TX	77433
4465	Sahyards Middle School	21757 Fairfield Place Dr.	Cypress	TX	77433
4465	Kahla Middle School	16212 West Little York Rd.	Houston	TX	77084
4465	Goodson Middle School	17333 Huffmeister Rd.	Cypress	TX	77429
4465	Bleyl Middle School	10800 Mills Rd.	Houston	TX	77070
4465	Alternative Learning Center (W)	19350 Rebel Yell Dr.	Katy	TX	77449
4465	Alternative Learning Center (E)	12508 Windfern Rd.	Houston	TX	77064
4465	Truitt Middlw School	6600 Addicks Satsuma Rd.	Houston	TX	77084
4465	Thornton Middle School	19802 Kieth Harrow Blvd	Katy	TX	77449
4465	Smith Middle School	10300 Warner Smith Blvd	Cypress	TX	77433
4465	Labay Middle School	15435 Willow River Dr.	Houston	TX	77095
4465	Hopper Middle School	7811 Fry Rd.	Cypress	TX	77433
4465	Hamilton Middle School	12330 Kluge Rd.	Cypress	TX	77429
4465	Dean Middle School	14104 Reo St	Houston	TX	77040
4465	Cook Middle School	9111 Wheatland Dr.	Houston	TX	77064
4465	Campbell Middle School	11415 Bobcar Rd.	Houston	TX	77064
4468	YMCA of KATY	22807 Westheimer Pkwy	Katy	TX	77494
4468	Church on the Rock Katy	433 S. Barker Cypress	Houston	TX	77094
4468	PCL Industries, Inc.	15915 Katy Freeway, Suite 300	Houston	TX	77094
4468	YMCA OF KATY	22807 WESTHEIMER PKWY	KATY	TX	77494
4468	Gold's Gym	16211 Clay Rd Suite 330	Houston	TX	77084
4468	Wood Group Mustang, Inc.	17325 Park Row Dr.	Houston	TX	77084
4468	Technip, Inc.	11740 Katy Freeway, Suite 100	Houston	TX	77079
4468	Spark Energy, Inc.	12140 Wickchester Lane	Houston	TX	77079
4468	YMCA OF KATY	22807 WESTHEIMER PKWY	KATY	TX	77494
4538	Silver Eagle Distributors	7777 Washington Ave	Houston	TX	77007
4538	Silver Eagle Distributors	6902 Industrial Pkwy	Rosenburg	TX	77471
4554	Whole Foods Market	550 Bowie Street	Austin	TX	78703



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4554	Rupert and Associates P.C.	10616 Manchaca Road	Austin	TX	78748
4554	Roger Beasley Hyundai	24795 I-35	Kyle	TX	78640
4605	villa of tyler assisted living	3323 garden valley rd	tyler	tx	75702
4605	Jalapeno Tree Restaurants	420 wsw loop 323	tyler	tx	75701
4605	Centric Dental Lab	620 N. Houston	Bullard	TX	75757
4618	CCISD Central Support Facility	2145 W. NASA Blvd.	Webster	TX	77598
4618	Clear Springs High School	501 Palomino Lane	League City	TX	77573
4618	Clear Falls High School	4380 Village Way	League City	TX	77573
4618	Clear Creek High School	2305 East Main St.	League City	TX	77573
4618	Westbrook Intermediate	302 W. El Dorado Blvd.	Friendswood	TX	77546
4618	Victory Lakes intermediate	2880 West Walker	League City	TX	77573
4618	Space Center Intermediate	17400 Saturn Lane	Houston	TX	77058
4618	League City Intermediate	2588 Webster St.	League City	TX	77573
4618	Clear Lake Intermediate	15545 El Camino Real	Houston	TX	77062
4618	Clear Creek Intermediate	2451 East Main St.	League City	TX	77573
4618	Whitcomb Elementary	900 Reseda	Houston	TX	77062
4618	Ward Elementary	1440 Bouldercrest	Houston	TX	77062
4618	McWhirter Elementary	300 Pennsylvania	Webster	TX	77598
4618	League City Elementary	709 East Wilkins	League City	TX	77573
4618	Greene Elementary	2903 Friendswood Link Rd.	Webster	TX	77598
4618	Goforth Elementary	2610 Webster Rd.	League City	TX	77573
4618	Gilmore Elementary	3552 League City Parkway	League City	TX	77573
4618	Bay Elementary	1502 Bayport Blvd.	Seabrook	TX	77586
4618	Armand Bayou Elementary	16000 Hickory Knoll	Houston	TX	77059
4618	Clear Creek Independent School District	2425 East Main St.	League City	TX	77573
4618	CCISD West Agricultural Center	2155 W. NASA Blvd.	Webster	TX	77598
4618	CCISD East Agricultural Center	3255 Delesandri Lane	Kemah	TX	77565
4618	CCISD Technology Learning Center	330 S. Iowa	League City	TX	77573
4618	CCISD Education Support Center	2425 E. Main St.	League City	TX	77573
4618	Clear View High School	400 South Walnut	Webster	TX	77598
4618	Clear Path Alternative School	400 South Kansas	League City	TX	77573
4618	Clear Lake High School	2929 Bay Area Blvd.	Houston	TX	77058
4618	Clear Horizons Early College High School	13735 Beamer Rd.	Houston	TX	77089
4618	Clear Brook High School	4607 FM 2351	Friendswood	TX	77546
4618	Seabrook Intermediate	2401 East Meyer Rd.	Seabrook	TX	77586
4618	Creeside Intermediate	4310 West Main St.	League City	TX	77573
4618	Brookside Intermediate	3535 East FM 528	Friendswood	TX	77546
4618	Bayside Intermediate	4380 Village Way	League City	TX	77573
4618	Ed White Elementary	1708 Les Talley Dr.	El Lago	TX	77586
4618	Wedgewood Elementary	4000 Friendswood Link	Friendswood	TX	77546



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		Rd.			
4618	Weber Elementary	11955 Blackhawk Blvd.	Houston	TX	77089
4618	Stewart Elementary	330 FM 2094	Kemah	TX	77565
4618	Ross Elemenatry	2401 West Main St.	League City	TX	77573
4618	Robinson Elementary	451 Kirby Dr.	Seabrook	TX	77586
4618	Parr Elementary	1315 Hwy. 3 South	League City	TX	77573
4618	North Pointe Elementary	3200 Almond Creek Dr.	Houston	TX	77059
4618	Mossman Elementary	4380 Village Way	League City	TX	77573
4618	Landolt Elementary	2104 Pilgrims Point	Friendswood	TX	77546
4618	Hyde Elementary	3700 FM 518 East	League City	TX	77573
4618	Hall Elementary	5931 Meadowside	League City	TX	77573
4618	Ferguson Elementary	1910 Compass Rose Blvd.	League City	TX	77573
4618	Falcon Pass Elementary	2465 Falcon Pass Dr.	Houston	TX	77062
4618	Clear Lake City Elementary	1707 Fairwind Rd.	Houston	TX	77062
4618	Brookwood Elementary	16850 Middlebrook Dr.	Houston	TX	77059
4618	Bauerschlag Elementary	2051 League City Parkway	League City	TX	77573
4618	Turning Point Church	801 TX-3	League City	TX	77573
4627	Dogwood Estates	2820 Wind River Ln.	Denton	TX	76210
4627	Amazon Fulfillment Center	700 Westport Pkwy	Fort Worth	TX	76177
4627	Walmart Return Center	2301 Corporation Pkwy	Waco	TX	76712
4627	United Copper Industries	2727 Geesling Rd.	Denton	TX	76208
4627	Willow Bend Assisted Living	2125 Brinker Rd.	Denton	TX	76208
4627	Nexus Community Church	9772 Ridge Poin Blvd	Dallas	TX	75243
4627	Uline	980 W Bethel Rd.	Coppell	TX	75019
4627	Collin County Jail and Court House	4300 Community Ave	Mckinney	TX	75071
4627	Collin County Sheriff's Dept	4300 Community Ave	Mckinney	TX	75071
4627	Walmart DC 6056	591 Apache Trail	Terrell	TX	75160
4627	UNT	1155 Union Circle	Denton	TX	76203
4627	Primrose	1400 E University Dr	Denton	TX	76209
4627	Walmart DC #7042	4554 Oscar Nelson, Jr. Drive	Baytown	TX	77523
4627	Energy Transfer Equity	3738 Oak Lawn Ave	Dallas	TX	75219
4627	Neiman Marcus	1618 Main St.	Dallas	TX	75201
4627	City of Anna	111 N Powell Pwky	Anna	TX	75409
4627	City of Anna Police Department	101 S Powell Pkwy	Anna	TX	75409
4627	Walmart DC 6083	9605 NW H K Dodgen Loop	Temple	TX	76504
4627	Vintage Retirement Comm	205 N Bonnie Brae St	Denton	TX	76201
4661	Windcrest United Methodist Church	8101 Midcrown Dr	San Antonio	TX	78239
4661	Northeast Lakeview College	1201 KittyHawk Rd	Universal City	TX	78148
4670	Highland Hills Elementary	734 Glamis Ave.	San Antonio	TX	78223
4670	Pecan Valley Elementary	3966 E. Southcross	San Antonio	TX	78222



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		Blvd.			
4674	Work Force Solutions, Deep East Texas	235 N. University Dr.	Nacogdoches	TX	75964
4674	Texas Farm Products Company	915 S. Fredonia St.	Nacogdoches	TX	75964
4674	R & K Distributors, Inc.	6821 North St.	Nacogdoches	TX	75965
4674	First Bank & Trust East Texas	1009 N. University Dr.	Nacogdoches	TX	75963
4702	friendswood high scholl	702 greenbriar	friendswood	tx	77546
4702	webster city police	217 pennsylvania ave	webster	tx	77598
4702	kemah police	1401 tx 146	kemah	tx	77565
4702	seabrook city hall	1700 1st st	seabrook	tx	77586
4702	poly one	5306 tx-146	seabrook	tx	77586
4702	league city police	555 w walker st	league city	tx	77573
4702	friendswood junior high	1000 manison parkway	friendswood	tx	77546
4702	wesbter city hall	101 pennsylvania ave	webster	tx	77598
4702	friendswood city hall	910 s friendswood dr	friendswood	tx	77546
4702	league city city hall	300 w walker st	league city	tx	77573
4702	cebelas	2421 gulf fwy s	league city	tx	77573
4720	Illumitex, Inc	6301 E Stassney Ln Bld 6-400	Austin	TX	78744
4720	Williams Elementary School	500 Mairo St	Austin	TX	78748
4763	Crown	12910 jesse pirtle boulevard	Sugar land	tx	77478
4763	Fluor	1 Fluor Enterprises, Inc.	Sugar land	tx	77478
4764	Brookwood Community	1752 fm 1489 rd	brookshire	tx	77423
4783	imagination station	1966 arapaho rd	garland	tx	75044
4783	Senderra RX Partners	9330 LBJ Freeway STE 1300	Dallas	Tx	75243
4783	The Premier Learning Center of Wylie	640 W Brown Street	Wylie	Tx	75098
4783	kraft Foods	2340 forest ln	garland	tx	75042
4843	vietnamese martyr church	10610 kingspoint road	houston	tx	77075
4843	st helen catholic church	2209 old alvin road	pearland	tx	77581
4843	ineos	fm 2004	alvin	tx	77511
4911	Watercrest	205 E. Debbie Lane	Mansfield	tx	76963
4911	Mansfield Activity Center	106 S. Wisteria	Mansfield	TX	76063
4948	Region 15	612 S. Irene	San Angelo	TX	76903
4948	Performant	2763 Southwest Blvd	San Angelo	TX	76904
4948	Christian Village	4225 Billie Bolin Dr.	San Angelo	TX	76904
4948	West Central Wireless	3389 Knickerbocker Rd	San Angelo	TX	76904
4948	Southland Baptist Church	4300 Meadowcreek Trail	San Angelo	TX	76904
4948	Ener-Tel	4512 Adobe Dr	San Angelo	TX	76903
4948	Housley Communications	3550 S Bryant	San Angelo	TX	76903
4948	First Community Federal Credit Union	3505 Wildewood Dr.	San Angelo	TX	76904
5045	Allen Harrison Company	1800 Augusta Drive, Suite 150	Houston	TX	77057





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5045	The Woods Private School	13835 Cedar Point Drive	Houston	TX	77070
5091	Anheuser-Busch	1800 West Loop S #1100	Houston	TX	77027
5094	Sterling McCall Hyundai	10505 Southwest Freeway	Houston	TX	77074
5094	Sterling McCall Acura	10455 Southwest Freeway	Houston	TX	77074
5094	Sterling McCall Ford	6445 Southwest Freeway	Houston	TX	77074
5094	Sterling McCall Nissan	12230 Southwest Freeway	Stafford	TX	77477
5094	Sterling McCall Toyota	9400 Southwest Freeway	Houston	TX	77074
5094	St. Catherine of Sienna Episcopal Church	4747 Sienna Parkway	Missouri City	TX	77459
5094	STERLING MCCALL TOYOTA	9400 SW FREEWAY	HOUSTON	TX	77074
5094	Sterling McCall Buick GMC	10422 Southwest Freeway Bldg. D	Houston	TX	77074
5094	Sterling McCall Honda	22575 Highway 59 N.	Kingwood	TX	77339
5094	Sterling McCall Lexus	10025 Southwest Freeway	Houston	TX	77074
5108	Ruldoph Honda	east side	el paso	tx	79936
5108	El Paso Honda dealer	1490 N. Lee Trevino Dr.	El Paso	TX	79936
5144	Converse chiropractic	8014 kitty hawk	Converse	Tx	78109
5144	IASA	9144 SUMMER WIND ST	SAN ANTONIO	TX	78217
5144	San Antonio water system	2800 us 281	San antonio	Tx	78212
5144	New life baptist church	101 north st	Converse	Tx	78109
5144	Hill country steel fabrication	13638 interstate 10 ste 1	Converse	Tx	78109
5144	Hill country steel fabrication	13638 interstate 10 ste 1	Converse	Tx	78109
5144	Crossroad vision care	9250 fm 78	Converse	Tx	78109
5144	Converse chiropractic	8014 kitty hawk	Converse	Tx	78109
5144	Convergint Technologies	1218 Arion pkwy	san antonio	tx	78216
5145	Discount Tire	6708 Guada Coma Dr. Ste 102	Schertz	Tx	78154
5145	Prestige Printing	8 Burwood Ln	San Antonio	Tx	78216
5145	Johnson Air	9703 McCullough	San Antonio	Tx	78216
5145	Calandrios Landin	11025 Lota Dr	San Antonio	Tx	78217
5145	Chase Bank	13939 Nacogdoches Rd	San Antonio	Tx	78247
5145	Arby's	14103 Nacogdoches rd	San Antonio	Tx	78247
5145	Subway	12315 Judson rd	Live Oak	Tx	78233
5145	Jack in the Box	11615 N IH 35	San Antonio	Tx	78233
5145	AutoZone	1309 Pat Booker Rd	Universal City	Tx	78148
5145	AutoZone	13221 Nacogdoches Rd	San Antonio	Tx	78217
5145	Salsalito's	11703 Bandera Rd	San Antonio	Tx	78250





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5145	Discount Tire Store	8130 Agora Pkwy	Selma	Tx	78154
5145	Discouont Tire Store	13850 O'Connor Rd	San Antonio	Tx	78233
5145	Popeyes Louisiana Kitchen	14107 Nacogdoches Rd	San Antonio	Tx	78247
5145	subway	14084 nacogdoches rd	san antonio	tx	78247
5145	subway	11726 interstate 35 frontage rd	san antonio	tx	78233
5145	kfc	14076 nacogdaches rd	san antonio	tx	78247
5145	firestone complete auto care	2610 schofield rd	fort sam houston	tx	78234
5145	firestone complete auto careq	6901 bandera rd	leon valley	tx	78234
5145	firestone complete auto care	4800 broadway st	alamo heights	tx	78209
5145	firestone complete auto care	10635 culebra rd	san antonio	tx	78251
5145	FIRESTONE COMPLETE AUTO CARE	11540 PERRIN BEITEL RD	SAN ANTONIO	TX	78217
5145	WHATABURGER	4646 W COMMERCE	SAN ANTONIO	TX	78237
5145	WHATABURGER	4590NW LOOP 410	san antonio	tx	78229
5145	WHATABURGER	8214 MARBACH RD	SAN ANTONIO	TX	78227
5145	WHATABURGER	12510 SW LOOP 410	SAN ANTONIO	TX	78224
5145	WHATABURGER	14646 BLANCO RD	SAN ANTONIO	TX	78216
5145	whatabuger	3500 s new branfels ave	san antonio	tx	78223
5145	whataburger	10011 us 281 access rd	san antonio	tx	78216
5145	whataburger	18303 w interstate 10	san antonio	tx	78257
5145	mcdonalds	102 s ww white rd	san antono	tx	78219
5145	mcdonalds	1515 n loop 1604 e	san antonio	tx	78232
5145	mcdonalds	8500 jones maltsberger rd	san antonio	tx	78216
5145	mcdonalds	7267 wurzbach rd	san antonio	tx	78240
5145	MCDONALDS	101 ALAMNO PLAZA	SAN ANTONIO	TX	78205
5145	MCDONALDS	1330 S LAREDO ST	SAN ANTONIO	TX	78204
5145	MCDONALDS	89631 BROADWAY	SAN ANTONIO	TX	78217
5145	Whataburger	AT&T Center Parkway	San Antonio	Tx	78219
5145	Whataburger	8481 Us 281	San Antonio	Tx	78216
5145	MCDONALDS	5700 WALZEM RD	SAN ANTONIO	TX	78218
5145	MCDONALDS	13919 NACOGDOCHES RD	SAN ANTONIO	TX	78217
5145	MCDONALDS	11710 N INTERSTATE 35	SAN ANTONIO	TX	78233
5145	KENS GOODYEAR	400 S FLORES ST	SAN ANTONIO	TX	78204
5145	GOODYEAR COMMERCIAL TIRE AND SERVICE CENTERS	8477 NE INTERSTATE 410 LOOP	SAN ANTONIO	TX	78219
5145	goodyear tire and rubber company	5722 babcock rd	san antonio	tx	78210
5145	Whataburger	1243 Austin Hwy	San Antonio	Tx	78209
5145	GOODYEAR AUTO SERVICE CENTER	8011 BANDERA RD	san antonio	tx	78250
5145	Biff Buzbys Burgers	12702 Toepperwein rd	Live Oak	Tx	78233
5145	KENS GOOD YEAR	1315 AUSTIN HWY	SAN ANTONIO	TX	78209
5145	Whataburger	4635 Rittiman rd	San Antonio	Tx	78218



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5145	Brookdale Nacogdoches	14595 Nacogdoches rd	San Antonio	Tx	78247
5145	BUSHS CHICKEN	4857 ROY RICHARD DR	SAN ANTONIO	TX	78154
5145	BUSHS CHICKEN	13603 NOCOGDOCHES RD	SAN ANTONIO	TX	78217
5145	bushs chicken	10696 toepperwein rd	san antonio	tx	78109
5145	Esplanade Gardens Senior Campus	10790 Toepperwein rd	Converse	Tx	78109
5145	express lube # 31	8803 fredericksberg rd	san antonio	tx	78240
5145	EXPRESS LUBE #19	1061 S WALNUT AVE	NEW BRAUNFEL	TX	78130
5145	EXPRESS LUBE #18	7626 CULEBRA	SAN ANTONIO	TX	78251
5145	EXPRESS LUBE #17	9280 FM 78	CONVERSE	TX	78109
5145	Sonic Drive-In	9080 W Farm to Market rd	Converse	Tx	78109
5145	Wash Tub	4318 Broadways st	San Antonio	Tx	78209
5145	express lube #10	1525 austin hwy	san antonio	tx	78218
5145	The Was Tub	951 Bitters Rd	San Antonio	Tx	78216
5145	Was Tub	1250 Austin Hwy	San Antonio	Tx	78209
5145	Wash Tub	6011 FM3009	Schertz	Tx	78154
5145	The Wash Tub	15055 Judson Rd	San Antonio	Tx	78247
5145	express lube #7	11507 west ave	san antonio	tx	78213
5145	express lube #32	1200 thorpe ln	san marcus	tx	78666
5145	express lube #28	4343 vance jackson	san antonio	tx	78230
5145	EXPRESS LUBE #27	12266 BANDERA RD	HELOTES	TX	78023
5145	EXPRESS LUBE #22	1227 COMMERCIAL AVE	SAN ANTONIO	TX	78221
5145	gunn infiniti	12150 w interstate 10	san antonio	tx	78230
5145	gunn honda	14610 w interstate 10	san antonio	tx	78249
5145	gunn fleet	16550ih 35 north	selma	tx	78154
5145	gunn collision	4851 woodstone dr	san antonio	tx	78230
5145	gunn chevrolet	16550 interstate 35 n	selma	tx	78154
5145	gunn buick gmc	16440 interstate 35 n	selma	tx	78154
5145	Bill Miller Bar-B-Q	4500 Broadway st	San Antonio	Tx	78209
5145	Gun acura	11911 10 west	san antonio	tx	78230
5145	bill miller bar b q	1004 281 access rd	san antonio	tx	78212
5145	Bill Miller Bar-B-Q	2911 Thousand Oaks	San Antonio	Tx	78247
5145	Bill Miller Bar-B-Q	4502 Rittiman rd	San Antonio	Tx	78218
5145	Bill Miller Bar-B-Q	17600 I-35 Frontage rd	San Antonio	Tx	78154
5145	bill miller bar b q inc	1720 n new branfels ave	san antonio	tx	78208
5145	Bill miller bar b q inc	5113 Walzem rd	san antonio	tx	78218
5145	Texas air products	9330 United Dr Ste 150	austin	tx	78758
5145	Bill Miller Bar-B-Q	11842 Perrin Beitel Rd	San Antonio	Tx	78217
5145	S&P Communications	6712 Randolph Blvd	San Antonio	TX	78233
5145	Drive Time	6728 Randolph Blvd	Live Oak	Tx	78233



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5145	The Home Depot	8138 Agora pkwy	Selma	Tx	78154
5145	Lowe's Home Improvement	3302 Goliad Rd	San Antonio	Tx	78223
5145	Berkshire Hathawy Home Services Don Johnson Realtors	16845 Blanco Rd #101	San Antonio	Tx	78232
5145	San Antonio Apartment Association	7525 Babcock Rd	San Antonio	Tx	78249
5145	J. Joseph Consulting Inc.	21732 Hardy Oak Blvd. Su 101	San Antonio	Tx	78258
5145	Chase Bank	6596 W Farm to Market Rd 78	San Antonio	Tx	78244
5145	Jack In The Box	15037 Nacogdoches Rd	San Antonio	Tx	78247
5145	AutoZone	15102 Nacogdoches Rd	San Antonio	Tx	78247
5145	Salsalito's	14535 Nacogdoches Rd	San Antonio	Tx	78247
5145	Discount Tire Store	7954 N I-35	San Antonio	Tx	78218
5145	Security Service Federal Credit Union	4910 Windsor Hill	San Antonio	Tx	78239
5145	security Service Federal Credit Union	1400 Nacogdoches rd	San Antonio	Tx	78247
5145	subway	6826 n loop 1604 e	san antonio	tx	78247
5145	kfc	213 pat booker	universal city	tx	78148
5145	kfc	6635 fm 78	san antonio	tx	78244
5145	firestone complete auto care	75203 281 access rd	san antonio	tx	78216
5145	FIRESTONE COMPLETE AUTO CARE	4906 WALZEM RD	SAN ANTONIO	tx	78218
5145	FIRESTONE COMPLETE AUTO CARE	6531 NW LOOP 410	SAN ANTONIO	TX	78238
5145	firestone complete auto care	5500 babcocok rd	san antonio	tx	78240
5145	firestone complete care auto	1311 goliad rd	san antonio	tx	78223
5145	firestone complete auto care	2400 sw military dr	san antonio	tx	78224
5145	firestone complete auto care	11754 west ave,	san antonio	tx	78216
5145	FIRESTONE COMPLETE AUTO CARE	6730 W FARM TO MARKET RD 78	SAN ANTONIO	TX	78244
5145	FIRESTONE COMPLETE AUTO CARE	1375 SW LOOP 410	SAN ANTONIO	TX	78227
5145	FIRESTONE COMPLETE AUTO CARE	200 CROSSROADS BLVD	SAN ANTONIO	TX	78201
5145	FIRESTONE COMPLETE AUTO CARE	14111 NACOGDOCHES RD	SAN ANTONIO	TX	78247
5145	WHATABURGER	6803 NORTH LOOP 1604 W	SAN ANTONIO	TX	78256
5145	WHATABURGER	1118 ROOSEVELT AVE	SAN ANTONIO	TX	78210
5145	WHATABURGER	3130 BROADWAY ST	SAN ANTONIO	TX	78209
5145	Firestone Complete Auto Care	2415 Pleasanton rd	San Antonio	Tx	78221
5145	whataburger	3130 broadway st	san antonio	tx	78209
5145	mcdonalds	721 us 281 access rd	san antonio	tx	78212
5145	MCDONALDS	15715 US 281 ACCESS RD	SAN ANTONIO	TX	78232
5145	MCDONALDS	12203 JONES MALTSBERGER RD	SAN ANTONIO	TX	78247
5145	Whataburger	516 W Cypress st	San Antonio	Tx	78212
5145	MCDONALDS	1450 AUSTIN HWY	SAN ANTONIO	TX	78209
5145	Whataburger	8426 Broadway st	San Antonio	Tx	78209
5145	MCDONALDS	15011 JONES	SAN ANTONIO	TX	78247



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		MALTSBERGER RD			
5145	MCDONALDS	3806 N LOOP 1604 E	SAN ANTONIO	TX	78247
5145	MCDONALDS	1619 RITTIMANS RD	SAN ANTONIO	TX	78218
5145	MCDONALDS	6363 W FARM TO MARKER RD 78	SAN ANTONIO	TX	78244
5145	MCDONALDS	11482 PERRIN BEITEL RD	SAN ANTONIO	TX	78217
5145	MCDONALDS	16503 NACGODOCHES RDQ	SAN ANTONIO	TX	78247
5145	GOODYEAR AUTO SERVICE CENTER	14353 NW MILLITART HWY	SAN ANTONIO	TX	78231
5145	KENS GOODYEAR	1346 FAIR AVE	SAN ANTONIO	TX	78223
5145	goodyear wholesale tire center	4514 tejasco	san antonio	tx	78218
5145	Whataburger	412 E Commerce st	San Antonio	Tx	78205
5145	GOOD YEAR AUTO SERVICE CENTER	816 S ST MARY ST	SAN ANTONIO	TX	78205
5145	BUSHS CHICKEN	9154 W FARM TO MARKET RD78	SAN ANTONIO	TX	78109
5145	express lube #4	5723 babcock	san antonio	tx	78240
5145	express lube #29	14522 blanco rd	san antonio	tx	78216
5145	express lube #26	3018 thousand oaks dr	san antonio	tx	78247
5145	EXPRESS LUBE #25	1102 SOUTH MAIN ST	BOERNE	TX	78006
5145	EXPRESS LUBE @23	1620 FM 2673	CANYON LAKE	TX	78133
5145	EXPRESS LUBE #21	7545 FM 78	SAN ANTONIO	TX	78244
5145	Sonic Drive-In	8134 Kitty Hawk rd	Converse	Tx	78109
5145	EXPRESS LUBE #16	11505 TOEPPERWIEN	LIVE OAK	TX	78233
5145	express lube #15	800 pat brooker rd	universal city	tx	78148
5145	express lube #1	12520 nacogdoches	san antonio	tx	78217
5145	express lube #9	5996 dezavala rd	san antonio	tx	78249
5145	Wash Tub	1534 N Loop 1604 E	San Antonio	Tx	78232
5145	The Wash Tub	7535 W Farm to Market rd 78	San Antonio	Tx	78244
5145	express lube #8	3701 colony dr	san antonio	tx	78230
5145	Red McCombs Superior Hyundai	4800 NW Loop 410	San Antonio	Tx	78229
5145	Red McCombs Collision Center	2235 NW Loop 410	San Antonio	Tx	78230
5145	express lube #6	8511 prue rd	san antonio	tx	78249
5145	express lube #5	992 business ih 35 south	new braunfels	tx	78130
5145	Red McCombs Ford	8333 I-10 Frontage rd	San Antonio	Tx	78230
5145	express lube #30	17080 tx 46	spring branch	tx	78070
5145	Red McCombs Hyundai Northwest	13663 I-10 Frontage rd	San Antonio	Tx	78249
5145	express lube #3	5012 rigsby ave	san antonip	tx	78222
5145	Red McCombs Toyota	13526 IH-10 West	San Antonio	Tx	78249
5145	The Valencia Group	4400 Post Oak Pkwy	Houston	Tx	77027
5145	EXPRESS LUBE # 24	3901 FM 3009 SCHERTZ	SAN ANTONIO	TX	78154
5145	Lone Star Court	10901 Domain Dr	Austin	Tx	78758



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5145	EXPRESS LUBE #20	8318 BROADWAY	SAN ANTONOP	TX	78209
5145	Hotel Valencia Riverwalk	150 E Houston st	San Antonio	Tx	78205
5145	EXPRESS LUBE #2	2800 HILLCREST DR	SAN ANTONIO	TX	78201
5145	EXPRESS LUBE #14	9677 MARBACH RD	SAN ANTONIO	TX	78245
5145	Kiolbassa Provision Co	1325 S Brazos st	San Antonio	Tx	78207
5145	EXPRESS LUBE #13	13603 SAN PEDRO AVE	SAN ANTONIO	TX	78232
5145	express lube #12	254 n loop 1604 east	san antonip	tx	78232
5145	express lube #11	1007 se military dr	san antonio	tx	78214
5145	China Garden	9107 Marbach	San Antonio	Tx	78245
5145	gunn nissan	750 ne loop 410	san antonio	tx	78209
5145	China Garder	8022 Kitty Hawk rd	Converse	Tx	78109
5145	Bill Miller Bar-B-Q	8403 McCullough av	San Antonio	Tx	78216
5145	Bill Miller Bar-B-Q	135 S WW White rd	San Antonio	Tx	78219
5145	Bill Miller Bar-B-Q	1616 N Loop 1604 E	San Antonio	Tx	78232
5145	bill millers bar b q	13151 NW millitary Hwy	san antonio	tx	78231
5145	Bill Miller Bar-B-Q	871 E Bitters rd	San Antonio	Tx	78216
5145	bill miller bar b q	2112 blanco rd	san antonio	tx	78212
5145	bill miller bar b q	2110 jackson keller rd	san antonio	tx	78213
5145	bill miller bar b q	5122 rigsby ave	san antonio	tx	78222
5145	Bill Miller Bar-B-Q	2410 Nacogdoches rd	San Antonio	Tx	78217
5145	Bill miller Bar b q inc	10676 toepperwein rd	san antonio	tx	78109
5145	Texas Air Products	11122 Gordon Rd	san antonio	tx	78216
5145	Bill Miller Bar-B-Q	122 Pat Booker rd	San Antonio	Tx	78148
5145	Hertz	12528 N Interstate 35	Live Oak	tx	78233
5145	Legend Kia	12115 N Interstate 35	san antonio	tx	78233
5145	The Home Depot	12871 I-10 W	San Antonio	Tx	78249
5145	The Home Depot	20740 US 281	San Antonio	Tx	78258
5145	The Home Depot	4909 Windsor hill	San Antonio	Tx	78239
5145	Lowe's Home Improvement	18303 Rim dr	San Antonio	Tx	78251
5145	Lowe's Home Improvement	11718, IH 35 N	San Antonio	Tx	78233
5191	steve silver company	1000 FM 548	forney	tx	75126
5191	Phoenix Children's Academy	929 S. FM 741	Forney	Tx	75126
5191	hutchins state jail	1500 east langdon rd	dallas	tx	75241
5211	Islamic Association of Allen	909 Allen Central Dr	Allen	TX	75013
5211	First United Bank	6401 South Custer Rd, #100	McKinney	TX	75070
5211	Borden Dairy Plant	5327 South Lamar St	Dallas	TX	75215
5211	Borden Dairy Co	8750 North Central Expressway	Dallas	TX	75231
5211	Universal American	3400 Waterview Pkwy, Suite 109	Richardson	TX	75080
5224	San Antonio Zoo	3909 N St. Mary's St	San Antonio	TX	78212
5224	documation san antonio	4560 lockhill selma	san antonio	tx	78249





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5224	Providence Insurance & Risk	16414 US 281 #800	San Antonio	TX	78232
5224	adante senior living	2702 cembalo blvd	san antonio	tx	78230
5224	GE Healthcare	4716 Research Dr.	San Antonio	TX	78240
5224	BASIS San Antonio North Central	318 E Ramsay Rd	San Antonio	TX	78216
5224	coldwell banker real estate	18756 Stone Oak Pkwy #301	san antonio	tx	78258
5224	seraphim assisted living services	3235 rock creek run st	san antonio	tx	78230
5224	Ace Mart Restaurant Supply	2619 Austin Hwy	San Antonio	TX	78218
5224	Feik School of Pharmacy	4301 broadway cpo 99	san antonio	tx	78209
5226	Symantec Corporation	911 Central Parkway North #300	San Antonio	TX	78232
5226	Parsons Corporation	2250 Foulis St. #8400	San Antonio	TX	78236
5245	The Rio	6211 S. New Braunfels	San Antonio	tx	78223
5246	Lamberti USA	County Rd 212	Hungerford	TX	77448
5247	Motivating Graphics Inc.	3100 Eagle Pkwy	Fort Worth	TX	76177
5247	Amazon.com	700 westport parkway	Fort Worth	Tx	76177
5247	Open Road Lending	5555 N. Beach St.	Fort Worth	Tx	76137
5287	Mueller Elementary	7074 FM2920 Road	Spring	Tx	77379
5287	Chick-fil-A	5905 FM2920	Spring	Tx	77388
5287	JPMorgan Chase Bank	2111 FM 2920	Spring	Tx	77388
5287	Bluebonnet Senior Care	3434 Acorn Springs Lane	Spring	TX	77389
5287	capital one bank	21210 kuykendahl rd	spring	tx	77379
5287	Wells Fargo Bank	6002 FM2920 RD	Spring	tx	77379
5287	Benignus Elementary School	7225 Alvin A Klein Drive	Spring	Tx	77379
5287	Krimmel Intermediate	7090 Fm 2920 Rd	Spring	Tx	77379
5287	Te Broadmoor at Creekside Park	5665 Creekside FOrest Drive	Spring	Tx	77389
5287	Tender Living Care	23922 Lenze Rd	Spring	Tx	77389
5287	spring-klein chamber of commerce	6902 fm 2920, suite 1	spring	tx	77379
5287	klein multipurpose center	7500 fm 2920	spring	tx	77379
5288	St. Constantine and Helen Church	1225 E rosemeade Pkwy	Carrollton	tx	75007
5290	Texas Biomedical Research Institute	7620 NW Loop 410	San Antonio	Tx	78227
5312	Phap Quang Temple	1004 Small Street	Grand Prairie	TX	75050
5317	Southern Career Institute	1701 Directors Blvd 800	austin	tx	78744
5317	Battleground Texas	1643 E 2nd St.	Austin	TX	78702
5353	HIRSCH ELEMENTARY	2633 TRAILING VINE	SPRING	TX	77373
5353	HIRSCH ELEMENTARY	2633 TRAILING VINE	SPRING	TX	77373
5353	MARSHALL ELEMENTARY	24505 BIRNAMWOOD	SPRING	TX	77373
5353	SALYERS ELEMENTARY	25705 HARDY STREET	SPRING	TX	77373
5353	SMITH ELEMENTARY	26000	SPRING	TX	77373





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		CYPRESSWOOD			
5353	TWIN CREEKS MIDDLE SCHOOL	27100 CYPRESSWOOD	SPRING	TX	77373
5353	WINSHIP ELEMENTARY	2175 SPRING CREEK	SPRING	TX	77373
5353	EMERY ELEMENTARY	19636 PLANTATION MYRTLES DRIVE	KATY	TX	77449
5353	ADAM ELEMENTARY	11303 HONEYGROVE	HOUSTON	TX	77065
5353	FRANCONE ELEMENTARY	11250 PERRY ROAD	HOUSTON	TX	8E+05
5353	FIEST ELEMENTARY	8425 PINE FALLS	HOUSTON	TX	77095
5353	EMERY	19636 PLANTATION MYRTLES DRIVE	KATY	TX	77449
5353	COPELAND ELEMENTARY	18018 FOREST HEIGHTS DRIVE	HOUSTON	TX	77095
5353	BLACK ELEMENTARY	14155 GRANT RD	CYPRESS	TX	77429
5353	AULT ELEMENTARY	21010 MAPLE VILLAGE DRIVE	CYPRESS	TX	77433
5353	ANDRE ELEMENTARY	8111 FRY RD	CYPRESS	TX	77433
5353	ADAM ELEMENTARY	11323 HONEY GROVE LANE	HOUSTON	TX	77065
5353	CYPRESS-FAIRBANKS ISD	10494 Jones Road	Houston	TX	77065
5353	2016 SKCC COMMUNITY EXPO: SPRING-KLEIN CHAMBER OF COMMERCE	7500 FM 2920	SPRING	TX	77379
5353	Spring ISD	16717 Ella Blvd	Houston	TX	77090
5353	TWIN CREEKS MIDDLE SCHOOL	27100 CYPRESSWOOD	SPRING	TX	77373
5353	MARSHALL ELEMENTARY	24505 BIRNAMWOOD	SPRING	TX	77373
5353	SPRING TRACE SENIOR LIVING	24505 ALDINE WESTFIELD	SPRING	TX	77373
5353	BANG ELEMENTARY	8900 RIO GRANDE	HOUSTON	TX	77064
5353	EMERY ELEMENTARY	19636 PLANTATION MYRTLES DRIVE	KATY	TX	77449
5353	DURYEA ELEMENTARY	20150 ARBOR CREEK DRIVE	KATY	TX	77449
5353	DANISH ELEMENTARY	11850 FALLBROOK DRIVE	HOUSTON	TX	77065
5353	FRAZIER ELEMENTARY	8300 LITTLE RIVER ROAD	HOUSTON	TX	77064
5353	FARNEY ELEMENTARY	14425 BARKER CYPRESS	CYPRESS	TX	77429
5353	EMMOTT ELEMENTARY	11750 STEEPLEWAY BLVD	HOUSTON	TX	77065
5353	DURYEA ELEMENTARY	20150 AROBR CREEK DRIVE	KATY	TX	77449
5353	DANISH ELEMENTARY	1185 FALLBROOK DRIVE	HOUSTON	TX	77065
5353	BIRKES ELEMENTARY	8500 QUEENSTON BLVD	HOUSTON	TX	77095
5353	BANG	8900 RIO GRANDE	HOUSTON	TX	77064
5353	BANE ELEMENTARY	5805 KAISER	HOUSTON	TX	77040
5353	WINSHIP ELEMENTARY	2175 SPRING CREEK	SPRING	TX	77373



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5353	SMITH ELEMENTARY	26000 CYPRESSWOOD	SPRING	TX	77373
5353	SALYERS ELEMENTARY	25705 HARDY STREET	SPRING	TX	77373
5353	HIRSCH ELEMENTARY	2633 TRAILING VINE	SPRING	TX	77373
5353	SPRING FIRE DEPARTMENT	656 E.LOUETTA ROAD	SPRING	TX	77373
5389	Mclennan County Hwy 6 Jail	3201 E State Hwy 6	Waco	TX	76705
5389	Mclennan County Records Building	215 North 5th Street	Waco	TX	76701
5389	Mclennan County Courthouse	501 Washington Ave	Waco	TX	76701
5389	Bill Logue Juvenile Justice Center	2601 Gholson Road	Waco	TX	76704
5389	Wal-Mart Distribution Center	2301 Corporation Parkway	Waco	TX	76712
5389	Community Bank and Trust	1711 Lake Success Drive	Waco	TX	76710
5389	Community Bank and Trust	1409 Wooded Acres Drive	Waco	TX	76701
5389	Extraco Banks	200 Hewitt Drive	Waco	TX	76712
5389	Mclennan County Sheriff's Department	901 Washington Ave	Waco	TX	76701
5389	Cottages of Oak Springs	1900 Woodgate Drive	Waco	TX	76712
5389	Cottages of Oak Springs	1900 Woodgate Dr.	Waco	TX	76712
5416	Carmax	8400 Anderson Blvd	Fort Worth	TX	76120
5416	Angelic Place ElderCare Home	2300 Park Run Dr.	Arlington	TX	76016
5416	Keller Oaks Healthcare Center	8703 Davis BLVD.	Keller	TX	76248
5416	Sacred Heart Catholic School	153 E. 6th St.	Muenster	TX	76252
5416	St. Martin de Porres Catholic School	303 King Rd.	Frisco	TX	75034
5416	St. Maria Goretti Catholic School	1200 South Davis Dr.	Arlington	TX	76013
5416	Notre Dame Catholic School	2821 Lansing Blvd.	Wichita Falls	TX	76309
5416	Immaculate Conception Catholic School	2301 N. Bonnie Brae St.	Denton	TX	76207
5416	Cassata High School	1400 Hemphill St.	Fort Worth	TX	76104
5416	The Conservatory at Keller Town Center	200 Country Brook Dr.	Keller	TX	76248
5416	The Waterford at Pantego	2650 W. Park Row dr.	Pantego	TX	76013
5416	Legacy at Bear Creek Assisted Living	200 Keller Smithfield Rd S.	Keller	TX	76248
5416	St. Rita Catholic School	712 Weiler Blvd.	Fort Worth	TX	76112
5416	St. Peter the Apostle Catholic School	1201 S. Cherry Ln.	Fort Worth	TX	76108
5416	St. Mary's Catholic School	931 North Weaver	Gainesville	TX	76240
5416	St. Joseph Catholic School	2015 S.W. Green Oaks Blvd.	Arlington	TX	76017
5416	St. John the Apostle Catholic School	7421 Glenview Dr.	North Richland Hills	TX	76180
5416	St. George Catholic School	824 Hudgins St.	Fort Worth	TX	76111
5416	St. Elizabeth Ann Seton Catholic School	2016 Willis Ln.	Keller	TX	76248
5416	St. Andrew Catholic School	3304 Dryden Rd.	Fort Worth	TX	76109
5416	SIMOS	5300 Westport PKWY	Fort Worth	TX	76177



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5416	Our Mother of Mercy Catholic School	1007 E. Terrell Ave.	Fort Worth	TX	76104
5416	Our Lady of Victory Catholic School	3320 Hemphill St.	Fort Worth	TX	76110
5416	Holy Family Catholic School	6146 Pershing Ave.	Fort Worth	TX	76107
5416	All Saints Catholic School	2006 N. Houston St.	Fort Worth	TX	76164
5416	Nolan Catholic High School	4501 bridge st.	Fort Worth	TX	76103
5449	kids r kids	2850 colonial lakes drive	missouri city	tx	77459
5449	sacred heart catholic church	6502 county road 48	rosharon	tx	77578
5480	YMCA	1812 North Mays Street	Round Rock	TX	78664
5480	Allen R Baca Senior Center	301 West Bagdad Avenue	Round Rock	TX	78664
5480	Holy Vietnamese Martyr Church	1107 East Yager Lane	Austin	TX	78753
5490	Dr. Joe Ward Elementary	8400 Cavern Hill	San Antonio	TX	78254
5490	Isle at Watercrest Alamo Ranch	11349 Alamo Ranch Pkwy	San Antonio	TX	78253
5490	Stillwater Ranch Community Center	5 Stillwater Parkway at Culebra Road	San Antonio	TX	78254
5612	Halliburton (energy services)	14851 Milner Rd Gate 5A	Houston	TX	77032
5612	SILVER EAGLE DISTRIBUTORS L.P.	7777 Washington Avenue	Houston	TX	77007
5612	Targa Resources	1000 Louisiana St Suite 4300	Houston	TX	77002
5613	AUTUMN LEAVES OF ARLINGTON	514 CENTRAL PARK DR.	ARLINGTON	TX	76014
5613	Home Depot	4611 S. Cooper St.	Arlington	tx	76017
5613	Macy's	3841 S. Cooper St.	Arlington	tx	76015
5613	Hobby Lobby	4628 S. Cooper St.	Arlington	tx	76017
5613	mattress One	3701 S. Cooper St.	Arlington	TX	76015
5613	Glacier Window	280 S. Cooper St.	Arlington	TX	76015
5613	Citi Trends	1030 W. Arkansas	Arlington	tx	76013
5613	Springfield Crossing Apartment	1801 W. Arkansas Lane	Arlington	TX	76013
5613	Chase	1600 Pioneer Pkwy	Arlington	tx	76010
5613	Fitness Connection	3775 S. Cooper St.	Arlington	TX	76015
5613	Oakridge	5900 W. Pioonier Pkwy	Arlington	TX	76013
5613	AISD	1203 W. Pioneer Pkwy	Arlington	tx	76013
5614	PRESTIGE POOL AND PATIO	15550 PRESTON RD.	FRISCO	TX	75033
5614	SUPERSCAPES, INC	15550 PRESTON RD	FRISCO	TX	75033
5657	Star Local Media	624 Krona Drive suite 170	Plano	TX	75074
5657	All State	5601 Democracy Drive Suite 295	Plano	TX	75024
5700	Centene Corporation	3258 earl Campbell Parkway	Tyler	Tx	75701
5700	Chemas Auto & Tires	1634 S Vine Ave	Tyler	Tx	75701
5707	ABM Building Services	4100 Amon Carter Blvd, Ste112	Fort Worth	TX	76155
5764	Prevost	15200 Frye rd	Euless	Tx	76040



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5764	Blue Bell creameries	9525 Harmon Rd	Fort Worth	TX	76177
5808	Edcouch-Elsa ISD	920 W Santa Rosa Ave	Edcouch	TX	78538
5808	Petroleum Solutions Inc	3702 S. Expressway 281	Edinburg	TX	78542
5808	City of Edcouch	211 Southern Ave	Edcouch	TX	78538
5866	Rockfish	3010 Gaylord Suite 100	Frisco	TX	75034
5866	Carter Blood Care	1515 N Town East Blvd, Suite 151	Mesquite	TX	75150
5866	Carter Blood Care	4995 S Hulen St	Fort Worth	TX	76132
5866	Carter Blood Care	4146 S Carrier Pkwy Ste 630	Grand Prairie	TX	75052
5866	Carter Blood Care	6850 North Shiloh Rd, Suite V	Garland	TX	75044
5866	Carter Blood Care	2215 South Loop 288 Ste 335	Denton	TX	76205
5866	Carter Blood Care	613 Uptown Blvd, Suite 107	Cedar Hill	TX	75104
5866	Carter Blood Care	4201 Gaston Ave Suite 110	Dallas	TX	75246
5866	Carter Blood Care	7750 N MacArthur Blvd #115	Irving	TX	75063
5866	Carter Blood Care	1328 West McDermott Dr #250	Allen	TX	75013
5866	Carter Blood Care	1565 W Main St, Suite 475	Lewisville	TX	75067
5866	Carter Blood Care	4350 W Main St #105	Frisco	TX	75033
5866	Futurestep	4100 Alpha Rd	Dallas	TX	75001
5866	Crossmark	5100 Legacy Dr	Plano	TX	75024
5866	Andrews Distributing	1300 Allen Station Parkway	Allen	TX	75002
5866	AlphaBest Education	8700 Main Street, Suite 200B	Frisco	TX	75034
5866	MedAssets	5543 Legacy Dr	Plano	TX	75024
5866	City of Frisco	6101 Frisco Square Blvd	Frisco	TX	75034
5866	Carter Blood Care	116 E Interstate 20 Suite 151	Weatherford	TX	76087
5866	Carter Blood Care	1263 W Rosedale Ste, Suite 100	Fort Worth	TX	76104
5866	Carter Blood Care	920 US Hwy 287 N Suite 210	Mansfield	TX	76063
5866	Carter Blood Care	101 Town Center Ln	Keller	TX	76248
5866	Carter Blood Care	1731 W Airport Freeway	Bedford	TX	76021
5866	Carter Blood Care	1618 W Randoll Mill Rd	Arlington	TX	76012
5866	Brierly + partners	5465 Legacy Dr Ste 300	Plano	TX	75024
5866	Carter Blood Care	3955 Belt Line Rd	Addison	TX	75001
5866	Carter Blood Care	4701 W Parker Rd	Plano	TX	75093
5866	Dallas Optical Lab	9029 Directors Row	Dallas	TX	75247
5866	PepsiCo Inc	5600 Headquarters Dr	Plano	TX	75024



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5866	College Nannies + Tutors	4350 W Main St	Frisco	TX	75034
5866	City of Frisco	6101 Frisco Square Blvd	Frisco	TX	75034
5889	Santa Cruz Biotechnologies	10410 Finnell St	Dallas	TX	75220
5889	Caruth Haven Court	5585 Caruth Haven Lane	Dallas	TX	75225
5889	Dean Foods	14760 Trinity Blvd	Fort Worth	TX	76155
5889	Dean Foods	2711 N Haskell #3400	Dallas	TX	75204
5889	Compucom	7171 Forest Ln	Dallas	TX	75230
5889	Dean Foods	3404 Halifax St	Dallas	TX	75247
5889	Texas Cartage Warehouse	12344 Northwest Hwy	Dallas	TX	75228
5889	Edgemere Dallas	8523 Thackery St	Dallas	TX	75225
5889	Capital One Bank	3647 W. Northwest Highway	Dallas	TX	75220
5931	DFW A-1 Pallet	3000 E Grauwyler Rd	Dallas	TX	75061
5931	Sooner National	2435 N. Central Expressway	Richardson	TX	75080
5931	The Tuscany at Goldmark	13731 Goldmark Dr	Dallas	TX	75243
5931	The Waterford at Goldmark	13695 Goldmark Dr	Dallas	TX	75240
5931	Dave& Buster's	2481 Manana Dr	Dallas	TX	75220
5931	Baik	10601 King William Dr	Dallas	TX	75220
5931	Superior Graphics	10440 Brockwood Rd	Dallas	TX	75238
5962	WesternStar Bank	4721 Hondo Pass	El Paso	Tx	79904
5962	El Paso Community College	9570 Gateway N. Blvd	El Paso	Tx	79924
5962	Navy Federal Credit Union	4717 Hondo Pass	El Paso	Tx	79904
5963	park central flower mound	4200 broadway dr	flower mound	tx	75028
6012	Walmart DC 6012	3100 N I-27	Plainview	tx	79072
6064	Walmart DC	3470 Windmill Road	Cleburne	TX	76033
6064	Walmart DC #6064	3470 Windmill Road	Cleburne	TX	76033
6078	NEW BENEFITS	14240 PROTON RD	DALLAS	TX	75244
6202	corrigan camden high school	504 s home	corrigan	tx	75939
6202	corrigan camden primary	1664 u s 287	corrigan	tx	75939
6202	LIVINGSTON ISD TRANSPORTATION	3350 BUS LANE	LIVINGSTON	TX	77351
6202	Livingston ISD Intermediate	#1 Lion Ave	Livingston	TX	77351
6202	LIVINGSTON HIGH SCHOOL	400 FM 350 S,	LIVINGSTON	TX	77351
6202	LIVINGSTON JUNIOR HIGH	1801 US 59 BYPASS N	LIVINGSTON	TX	77351
6202	DIBOLL ISD ADMIN AND TRANSPORTATION	HIWAY 59	DIBOLL	TX	75941
6202	H G TEMPLE ELEMENTARY	1303 LUMBERJACK	DIBOLL	TX	75941
6202	DIBOLL JUNIOR HIGH	403 DENNIS	DIBOLL	TX	75941
6202	DIBOLL HIGH SCHOOL	1000 LUMBERJACK DRIVE	DIBOLL	TX	75941
6202	corrigan camden jr. high	502 s matthews	corrigan	tx	75939
6202	LIVINGSTON ISD TIMBERCREEK	701 N WILLIS	LIVINGSTON	TX	77351
6202	LIVINGSTON ISD PINE RIDGE	1200 MILL RIDGE	LIVINGSTON	TX	77351



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6202	LIVINGSTON ISD CEDAR GROVE	819 W CHURCH	LIVINGSTON	TX	77351
6202	H G TEMPLE INTERMEDIATE	1301 LUMBERJACK	DIBOLL	TX	75941
6202	LEGGETT ISD ALL CAMPUSES	254 EAST FM 942	LIVINGSTON	TX	77351
6246	western tech	9451 diana dr	el paso	tx	79924
6265	Beacon Advisors	220 east las colinas blvd #1200	irving	tx	75039
6265	mentor(johnson & johnson)	3041 skyway circle north	irving	tx	75038
6336	Temple College	2600 S 1st St	Temple	TX	76504
6338	Texas A&M Agrilife Extension	578 John Kimbrough, Bldg. 1536	College Station	TX	77845
6346	THE VITAMIN SHOPPE	13341 WESTHEIMER RD	HOUSTON	TX	77077
6346	OFFICE DEPOT	2602 ELDRIDGE PKWY	HOUSTON	TX	77082
6346	T MOBILE	2602 ELDRIDGE PKWY	HOUSTON	TX	77082
6346	AT&T	13341 A WESTHEIMER RD	HOUSTON	TX	77077
6346	N.F. SMITH & ASSOCIATES WAREHOUSE	8820 CLAY RD STE 200	HOUSTON	TX	77080
6346	NEWK'S	2712 ELDRIDGE PKWY	HOUSTON	TX	77082
6346	CAPITAL ONE BANK	2540 ELDRIDGE PARKWAY	HOUSTON	TX	77082
6346	BANFIELD PET HOSPITAL (PETCO)	2610 ELDRIDGE PKWY	HOUSTON	TX	77082
6346	N.F. SMITH & ASSOCIATES (SERVER MONKEY)	2130 W, SAM HOUSTON PKWY N	HOUSTON	TX	77043
6346	N.F. SMITH & ASSOCIATES	5306 HOLLISTER	HOUSTON	TX	77040
6350	Primrose School of Prosper	1185 La Cima Blvd	Prosper	Tx	75078
6350	Renaissance-Sherman	3701 Loy Lake Rd	Sherman	TX	75090
6367	GE Hydril	18000 eastex freeway	humble	tx	77396
6367	GE	3300 n sam houston pkwy	houston	tx	77032
6422	Oakwood House	2907 victory dr	marshall	tx	75672
6459	Walmart Distribution Center	9605 NW K Dodgen Loop	temple	tx	76504
6459	Automax	3401 E. Central Express Way	killeen	tx	76543
6459	Rosewood Assisted Living	5700 E.Central Express Way	killeen	tx	76543
6459	Harker Heights Library	400 Indian Trail	Harker Heights	tx	76548
6459	Harker Heights Fire Dept.	401 Indian Trail	Harker Heights	tx	76548
6459	Walmart Distribution Center	9605 NW H K Dodgen Loop	temple	tx	76504
6459	Harker Heights Police Dept	402 Indian Trail	Harker Heights	tx	76548
6578	Dickies Apparel	509 W Vickery blvd	Fort Worth	TX	76104
6578	Dickies Apparel	509 W Vickery Blvd	Fort Worth	TX	76104
6578	Dickies Apparel	9400 Blue Mound Rd	Fort Worth	TX	76131
6578	Dickies Apparel	9400 Blue Mound Rd	Fort Worth	TX	76131
6786	Orange Grove RV Park	4901 TX Hwy #107	Edinburg	TX	78539





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6786	El Chaparral Adult Day Care	1109 N. Jackson Road	McAllen	TX	78501
6786	My Options Adult Day Care	3221 N. 38th Street	McAllen	TX	78501
6786	Con Carino Adult Day Care	303 N. Broadway	McAllen	TX	78501
6786	Mi Casa Adult Day Care	1613 Pecan Blvd.	McAllen	TX	78501
6786	South Texas College	3201 W. Pecan Ave	McAllen	TX	78501
6786	City of McAllen	1300 Houston Ave	McAllen	TX	78501
6786	McAllen Independent School District	2000 N 23rd Street	McAllen	TX	78501
6786	Iglesia Pentecostal Emanuel	15915 Cantu Road	Edinburg	TX	78541
6786	Baptist Temple	2001 Trenton Road	McAllen	TX	78504
6786	Paradise Park Inc.	100 E. Hackberry	McAllen	TX	78501
6786	El Chaparral Adult Day Care	1109 N. Jackson Road	McAllen	TX	78501
6786	El Chaparral Adult Day Care	1200 Pecan Blvd.	McAllen	TX	78501
6786	Valley Coca-Cola Bottling Company	2400 W. Expressway 83	McAllen	TX	78501
6786	FBI McAllen Branch	1200 N. Mccoll Road	McAllen	TX	78501
6786	Edinburg Consolidated Independent School District	411 N. 8th Ave	Edinburg	TX	78541
6786	Bert Ogden BMW	3201 N 10th Street	McAllen	TX	78501
6786	Iglesia Pentecostal Emanuel	15915 Cantu Road	Edinburg	TX	78541
6786	Baptist Temple	2001 Trenton Road	McAllen	TX	78504
6786	Holy Spirit Catholic Parish	2201 Martin Ave	McAllen	TX	78504
6850	Lemon Tree RV INN	1740 U.S. 83 Business	MISSION	TX	78572
6850	IBC Bank	900 N. BRYAN RD.	MISSION	TX	78572
6850	Mission Nursing and Rehabilitation Center	1013 S Bryan Rd.	Mission	TX	78572
6850	MISSION POLICE DEPARTMENT	1200 E. 8TH ST	MISSION	TX	78572
6850	BERT OGDEN	1400 E. Expressway 83	MISSION	TX	78572
6850	Mi Casa Adult Day Care, Inc.	2017 E. Griffin Parkway	Mission	TX	78572
6850	El Valle Del Sol RV Resort	2500 E Business Hwy 83	MISSION	TX	78572
6850	MISSION BELL RV RESORT	1711 U.S. 83 Business	MISSION	TX	78572
6850	LA JOYA ISD	201 E. Expressway 83	MISSION	TX	75860
6850	MISSION FIRE DEPARTMENT	415 W Tom Landry St.	MISSION	TX	78572
6850	BERT OGDEN	1400 E. Expy 83	MISSION	TX	78572
6850	MISSION CISD	520 N. HOLLAND AVE	MISSION	TX	78572
6867	Premier Machines	16230 Westpark Drive	Houston	tx	77087
6932	Progress Rail Services	830 E. Texas Avenue	Waskom	TX	75692
7178	Princeton Public Schools	1000 East Princeton Dr	Princeton	TX	75407
7178	HiSUN	310 East University Drive	McKinney	TX	75069
7178	Anchor Graphics	3943 East University	McKinney	TX	75069
7178	Farmersville Independent Schools	807 Windom St	Farmersville	TX	75442
7220	Serenity Day Spa	3812 Arden Rd	San Angelo	Tx	76901
7220	New Hope Bible Church	3314 Loop 306 west	San Angelo	Tx	76904
7220	Lighted Signs 2 Inc.	210 N. Chadbourne	San Angelo	Tx	76903
7220	Happy Trails	2023 Knickerbocker	San Angelo	Tx	76904



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7220	Hirschfield Steel	112 W. 29th	San Angelo	Tx	76903
7220	Eckert & Company	2201 Sherwood Way	San Angelo	Tx	76901
7224	Belt Line Elementary	1355 W. Belt Line Rd	Grand Prairie	TX	75146
7224	Belt Line Elementary	1355 W. Belt Line Rd	1355 W. Belt Line Rd	tx	75146
7251	Samaritan House	929 Hemphill Street	Fort Worth	TX	76104
7251	YMCA	512 LAMAR ST	FORT WORTH	TX	76102
7251	Tarrant County T.B . and Refugee	1101 S. Main Street	Fort Worth	TX	76104
7251	Justin Brands, INC.	1137 Tony Lama Street	El Paso	TX	79915
7251	Sunrise of Fort Worth	6151 Bryant Irvin Road	Fort Worth	TX	76132
7251	St. Francis Village	4070 St Francis Village Road	Crowley	TX	76036
7251	Silverado Memory Care Community	7001 Bryant Irvin Road	Fort Worth	TX	76132
7251	Justin Boot Outlet	717 West Vickery Blvd.	Fort Worth	TX	76104
7251	Samaritan House	929 Hemphill Street	Fort Worth	TX	76104
7251	Center for Transforming Lives	512 w 4th St.	Fort Worth	Tx	76102
7251	Mirabella Assisted Living and Memory Care	4242 Bryant Irvin Road	Fort Worth	TX	76109
7251	MIRABELLA	4242 BRYANT IRVIN ROAD	FORT WORTH	TX	76109
7251	Justin Brand Boots	700 Avenue F NW	Childress	TX	79201
7251	Justin Boots	610 West Daggett Avenue	Fort Worth	TX	76104
7251	The Vantage at Cityview	6301 Overton Ridge Blvd	Fort Worth	TX	76132
7251	Brookdale Tanglewood Oaks Senior Living Solutions	2698 South Hulen Street	Fort Worth	TX	76109
7251	The Waterford of Fort Worth	6799 Granbury Road	Fort Worth	TX	76133
7263	Toyota Manufacturing	1 Lone Star Pass Bldg 1	San Antonio	Tx	78264
7263	Toyota Benefit Fair @ Fiesta Texas	17000 IH-10 West	San Antonio	Tx	78257
7263	Toyota Manufacturing	1 Lone Star Pass Bldg 1	San Antonio	Tx	78264
7309	Atascocita High School	13300 Will Clayton Parkway	Humble	TX	77346
7309	Eagle Springs Elementary School	12500 Will Clayton PKWY	Humble	TX	77346
7309	HUMBLE HIGH SCHOOL	1700 WILSON ROAD	HUMBLE	TX	77338
7309	Humble Middle School	11207 Will Clayton Pkwy	Humble	TX	77346
7309	Humble Middle School	11207 Will Clayton Pkwy	Humble	TX	77346
7309	Telge	11010 Telge Rd.	Cypress	tx	77429
7309	Eldridge	7600 N. Eldridge pkwy	houston	tx	77043
7309	Wilson	18015 Keith Harrow blvd.	houston	tx	77084
7309	warner	10400 warner smith blvd	cypress	tx	77433



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7309	walker	6424 settlers village dr.	katy	tx	77449
7309	tipps	5611 queenston blvd	houston	tx	77084
7309	swenke	22400 Fairfield Place Dr.	Cypress	tx	77483
7309	Falcon	11430 Falcon Rd.	houston	tx	77064
7309	Barker	17522-B Liner Ln	houston	tx	77095
7309	Yeager	13615 Champion Forest Dr.	Houston	tx	77069
7309	woodard	17501 cypress n. Houston rd.	cypress	tx	77433
7309	Wilson	18015 Keith Harrow blvd.	houston	tx	77084
7309	Willbern	10811 Goodspring Dr	Houston	tx	77064
7310	Katy ISD Virtual School	6301 South Stadium Lane	Katy	TX	77494
7310	Miller Career & Technology Center	1734 Katyland Dr.	Katy	TX	77493
7310	Wood Creek Junior High	1801 Wood CreekBend Lane	Katy	TX	77494
7310	Tays Junior High	26721 Hawks Prairie Blvd.	Katy	TX	77494
7310	Seven Lakes Junior High	6026 Katy-Gaston Rd.	Katy	TX	77494
7310	Morton Ranch Junior High	2498 North Mason Rd.	Katy	TX	77449
7310	Memorial Parkway Junior High	21203 Highland Knolls	Katy	TX	77450
7310	McMeans Junior High	21000 Westheimer Parkway	Katy	TX	77450
7310	McDonald Junior High	3635 Lakes of Bridgewater Dr.	Katy	TX	77449
7310	Mayde Creek Junior High	2700 Greenhouse Rd.	Houston	TX	77084
7310	Beck Junior High	5200 South Fry Rd.	Katy	TX	77450
7310	Wolman Elementary	28727 North Firethorne Rd.	Katy	TX	77494
7310	Winborn Elementary	22555 Prince George Lane	Katy	TX	77449
7310	Wilson Elementary	5200 Falcon Landing	Katy	TX	77494
7310	West Memorial Elementary	22605 Provincial Blvd.	Katy	TX	77450
7310	Sundown Elementary	20100 Saums Rd.	Katy	TX	77449
7310	Stanley Elementary	26633 Cinco Terrace Dr.	Katy	TX	77494
7310	Schmalz Elementary	18605 Green Land Way	Houston	TX	77084
7310	Rylander Elementary	24831 Westheimer Parkway	Katy	TX	77494
7310	Randolph Elementary	5303 Flewellen Oaks Lane	Fulshear	TX	77441
7310	McRoberts Elementary	3535 North Fry Rd.	Katy	TX	77449
7310	Mayde Creek Elementary	2698 Greenhouse Rd.	Katy	TX	77084
7310	Kilpatrick Elementary	26100 Cinco Ranch Blvd.	Katy	TX	77494
7310	Katy Elementary	5726 George Bush Ave.	Katy	TX	77493
7310	Jenks Elementary	27602 Westridge Creek	Katy	TX	77494



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		Lane			
7310	Hutsell Elementary	5360 Franz Rd.	Katy	TX	77493
7310	Holland Elementary	23720 Seven Meadows Parkway	Katy	TX	77494
7310	Griffin Elementary	7800 South Fry Rd.	Katy	TX	77494
7310	Golbow Elementary	3535 Lakes of Bridgewater Dr.	Katy	TX	77449
7310	Fielder Elementary	2100 Greenway Village Dr.	Katy	TX	77494
7310	Davidson Elementary	26906 Pine Mill Ranch Dr.	Katy	TX	77494
7310	Cimarron Elementary	1100 South Peek Rd.	Katy	TX	77450
7310	Southwest Foods Distributing, Inc.	23623 Colonial Parkway	Katy	TX	77493
7310	99 Cent Distribution Center	23623 Colonial Parkway	Katy	TX	77493
7310	Tompkins High School	4400 Falcon Landing Blvd.	Katy	TX	77494
7310	Taylor High School	20700 Kingsland Blvd.	Katy	TX	77450
7310	Seven Lakes High School	9251 South Fry Rd.	Katy	TX	77494
7310	Raines High School	1732 Katyland Dr.	Katy	TX	77493
7310	Opportunity Awareness Center	1732 Katyland Dr.	Katy	TX	77493
7310	Morton Ranch High School	21000 Franz Rd.	Katy	TX	77449
7310	Mayde Creek High School	19202 Groeschke Rd.	Houston	TX	77084
7310	Katy High School	6331 Highway Blvd.	Katy	TX	77494
7310	Cinco Ranch High School	23440 Cinco Ranch Blvd.	Katy	TX	77494
7310	West Memorial Junior High	22311 Provincial Blvd.	Katy	TX	77450
7310	Katy Junior High	5350 Franz Rd.	Katy	TX	77493
7310	Cinco Ranch Junior High	23420 Cinco Ranch Blvd.	Katy	TX	77494
7310	Cardiff Junior High	3900 Dayflower Dr.	Katy	TX	77449
7310	Beckendorff Junior High	8200 S. Fry Rd.	Katy	TX	77494
7310	Wood Creek Elementary	1155 Wood Creek Bend Lane	Katy	TX	77494
7310	Wolfe Elementary	502 Addicks-Howell Rd.	Katy	TX	77079
7310	Williams Elementary	3900 South Peek Rd.	Katy	TX	77450
7310	Stephens Elementary	2715 Fry Rd.	Katy	TX	77449
7310	Shafer Elementary	5150 Ranch Point Dr.	Katy	TX	77494
7310	Rhoads Elementary	19711 Clay Rd.	Katy	TX	77449
7310	Pattison Elementary	19910 Stonelodge Dr.	Katy	TX	77450
7310	Nottingham Country Elementary	20500 Kingsland Blvd.	Katy	TX	77450
7310	Morton Ranch Elementary	2502 Mason Rd.	Katy	TX	77449
7310	Memorial Parkway Elementary	21603 Park Tree Lane	Katy	TX	77450
7310	King Elementary	1901 Charlton House Lane	Katy	TX	77493
7310	Hayes Elementary	21203 Park Timbers Lane	Katy	TX	77450



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7310	Franz Elementary	2751 Westgreen Blvd.	Katy	TX	77449
7310	Exley Elementary	21800 Westheimer Parkway	Katy	TX	77450
7310	Creech Elementary	5905 South Mason Rd.	Katy	TX	77450
7310	Bethke Elementary	4535 E. Ventana Parkway	Katy	TX	77493
7310	Bear Creek Elementary	4815 Hickory Downs Dr.	Houston	TX	77084
7310	Alexander Elementary	6161 South Fry Rd.	Katy	TX	77494
7310	Academy Distribution Center	1800 N. Mason Rd.	Katy	TX	77449
7347	Sanmar	4701 Northview Dr	Irving	tx	75038
7347	Heritage Village Residencies	701 Heritage Way	Hurst	TX	76053
7347	HR Block	732 E Pipeline RD	Hurst	TX	76053
7349	MWI Veterinary Supply/Micro Technologies	8701 Centerport Blvd	Amarillo	TX	79108
7349	REED BEVERAGE, INC	3333 SE 3rd Ave	AMARILLO	TX	79104
7349	COUNTRY ESTATES MOBILE HOME COMMUNITY	7900 SW 81ST AVE	AMARILLO	TX	79119
7349	Brown Buick GMC	4300 Georgia St S	Amarillo	TX	79110
7349	EXCEL MACHINERY LTD.	12100 I-40E	AMARILLO	TX	79120
7357	Langham Creek Family YMCA	16725 Longenbaugh Drive	Houston	TX	77095
7357	Copperfield Estates Senior Living Community	16820 West Road	Houston	TX	77095
7357	Church Without Walls	5725 Queenston	Houston	TX	77084
7357	Avanti Senior Living	17808 Lakecrest View Drive	Cypress	TX	77433
7357	TELGE RD. AG-SCIENCE CTR.	11202 TELGE RD.	CYPRESS	TX	77429
7357	EXHIBIT CENTER	11206 TELGE RD.	CYPRESS	TX	77429
7357	CYFAIR ANNEX	22602 HEMPSTEAD HWY	CYPRESS	TX	77429
7357	Church Without Walls	5725 Queenston	Houston	TX	77084
7357	Copperfield Estates Senior Living and Retirement Community	16820 West Road	Houston	TX	77095
7357	Langham Creek Family YMCA	16725 Longenbaugh Drive	Houston	TX	77095
7357	Berry Center (Health Expo)	8877 Barker Cypress Rd.	Cypress	TX	77433
7357	JAINIE SCOTT PRINTING CTR.	12510 WINDFERN RD.	HOUSTON	TX	77064
7357	WINDFERN ANNEX	12510 WINDFERN RD.	HOUSTON	TX	77064
7357	TAX OFFICE	10494 JONES RD. STE 106	HOUSTON	TX	77065
7357	SCIENCE RESOURCE CTR.	11206 TELGE RD.	CYPRESS	TX	77429
7357	PRIDGEON STADIUM	11355 FALCON RD.	HOUSTON	TX	77065
7357	MAINTENANCE CTR.	11430 PERRY RD.	HOUSTON	TX	77064
7357	INSTRUCTIONAL SUPPORT CTR.	10300 JONES RD.	HOUSTON	TX	77065
7357	FOOD PRODUCTION CTR.	6355 CARA ST. STE 800	HOUSTON	TX	77041
7357	FALCON ANNEX	11330 FALCON RD.	HOUSTON	TX	77064



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7357	ELDRIDGE AG-SCIENCE CTR.	7600 N. ELDRIDGE PKWY	HOUSTON	TX	77041
7357	CFISD POLICE DEPT/SECURITY	11200 TEIGE RD.	CYPRESS	TX	77429
7357	BERRY CENTER AND STADIUM	8877 BARKER CYPRESS RD.	CYPRESS	TX	77433
7357	Copperfield Estates Senior Living and Retirement Community	16820 West Road	Houston	TX	77095
7357	Langham Creek Family YMCA	16725 Longenbaugh Drive	Houston	TX	77095
7357	Langham Creek Family YMCA	16725 Longenbaugh Drive	Houston	Tx	77095
7361	Rodeo Palms Jr. High	101 Palm Desert Dr.	Manvel	TX	77578
7361	Nolan Ryan Jr. High	11500 Shadow Creek Parkway	Pearland	TX	77584
7361	Manvel Jr. High	7302 McCoy Rd.	Manvel	TX	77578
7361	Glenn York Elementary	2720 Kinglsey Dr.	Pearland	TX	77584
7361	Fairview Jr. High	2600 County Rd. 190	Alvin	TX	77511
7361	E.C. Mason Elementary	7400 Lewis Lane	Manvel	TX	77578
7361	Dr. Red Duke Elementary	2900 County Rd. 59	Manvel	TX	77578
7361	Don Jeter Elementary	2455 County Rd. 58	Manvel	TX	77578
7361	ASSETS Academy	605 W. House St.	Alvin	TX	77511
7361	Alvin Jr. High	2300 South St.	Alvin	TX	77511
7361	Alvin Elementary	1910 Rosharon Rd.	Alvin	TX	77511
7361	Walt Disney Elementary	5000 Mustang Rd.	Alvin	TX	77511
7361	Savannah Lakes Elementary	5151 Savannah Parkway	Rosharon	TX	77583
7361	R.L. Stevenson Primary	4715 Mustang Rd.	Alvin	TX	77511
7361	Melba Passmore Elementary	600 Kost	Alvin	TX	77511
7361	Mary Burks Marek Elementary	1947 Kirby	Pearland	TX	77584
7361	Mark Twain Elementary	345 Kendall Crest Dr.	Alvin	TX	77511
7361	Manvel High School	19601 Hwy. 6	Manvel	TX	77578
7361	Longfellow Elementary	610 E. Clemens St.	Alvin	TX	77511
7361	Laura Ingalls Wilder Elementary	2225 Kingsley Dr.	Pearland	TX	77584
7361	Hood - Case Elementary	1450 Heights Rd.	Alvin	TX	77511
7361	G.W. Harby Jr. High	1500 Height Rd.	Alvin	TX	77511
7361	Alvin Primary	2200 W. Park Dr.	Alvin	TX	77511
7361	Alvin High School	802 S. Johnson	Alvin	TX	77511
7361	ADAPT	702 Second St.	Alvin	TX	77511
7361	GE Healthcare	3615 Willowbend	Houston	TX	77054
7361	GE Healthcare Houston	3615 Willowbend	Houston	TX	77054
7362	Bell Helicopter	10201 Airport Blvd #181	Amarillo	TX	79111
8244	Haygor Instrument & Company, INC.	6322 Nunn	Houston	TX	77087
8245	Incite Energy	1500 Rankin Rd.	Houston	Tx	77073
8248	Dallas ISD	3211 West Pioneer	Irving	TX	75061
8262	southwest airlines	11711 North	san antonio	TX	78233





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		Interstate 35			
8262	ge oil and gas	1150 schwab road	new braunfels	tx	78154
8262	ge oil and gas	1150 schwab road	new braunfels	tx	78154
8262	gillman automotive	16044 interstate 35North	schertz	tx	78154
8262	deanan gourmet popcorn	601 toepperwein road	converse	tx	78109
8264	Chromalloy Component Services, Inc.	303 Industrial Park	San Antonio	TX	78226
8264	Texas Attourney General	115 E Travis St #925	San Antonio	TX	78205
8268	FC- 7006	5300 Westport Parkway	Fort Worth	TX	76177
8268	FC- 7767	15101 N. Beach Street	Fort Worth	TX	76177
8270	OfficeWise	1301 13th Street	Lubbock	TX	79401
8275	ANTIOCH BAPTIST CHURCH	3920 W CARDINAL DR	BEAUMONT	TX	77705
8275	CATHEDRAL OF FAITH BAPTIST CHURCH	3755 FANNETT RD	BEAUMONT	TX	77705
8275	PARADISE BAPTIST CHURCH	4390 FANNETT RD.	BEAUMONT	TX	77705
8280	El Paso Electric (Sys Ops)	7751 CF Jordan	El Paso	TX	79912
8280	El Paso Electric (Fabens)	200 E Main	Fabens	TX	79838
8280	El Paso Electric (Hawkins Service Center)	651 Hawkins Blvd	El Paso	TX	79915
8280	El Paso Electric (Carnegie Location)	9505 Carnegie	El Paso	TX	79925
8280	El Paso Electric (Roland Lucky Location)	7240 Brogan	El Paso	TX	79915
8280	El Paso Electric (Newman Power Plant)	4900 Stan Roberts	El Paso	TX	79934
8280	El Paso Electric (Stanton location)	100 N. Stanton St.	El Paso	TX	79901
8281	T-Rex Engineering	8100 Washington Ave. suite 200	Houston	tx	77007
8284	Senior Citizens' Center	1915 Garden Valley Rd	Tyler	TX	75702
8284	Villas of Pine Ridge	3110 Towne Park Dr	Tyler	TX	75701
8295	Redwater School	206 Red River Rd N	Redwater	TX	75573
8295	US Post Office	2211 N Robison Rd	Texarkana	TX	75501
8295	Bowie Cass Electric	117 North St	Douglasville	TX	75560
8930	Qorvo (Triquint)	500 W Renner Rd	Richardson	TX	75080
8930	UT Dallas	800 W Campbell Rd SSB 43	Richardson	TX	75080
8930	Raytheon	4101 E Plano Pkwy	Plano	TX	75074
8930	Raytheon	1717 Cityline Dr	Richardson	TX	75082
8930	Raytheon	1200 S Jupiter	Garland	TX	75042
8930	Raytheon	1601 N Plano Rd	Richardson	TX	75081
8930	Fleetpride	600 E Las Colinas Blvd #400	Irving	TX	75039
8930	Overture	500 Coit Rd	Plano	TX	75075
8930	Kohl's Call Center	17657 Waterview Parkway	Dallas	TX	75252



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8930	Raytheon	2501 W University	McKinney	TX	75071
8930	RGIS Inventory Specialists	13154 Coit Rd #213	Dallas	TX	75240
8930	RGIS Inventory Specialists	13154 Coit Rd #213	Dallas	TX	75240
8930	Fleetpride	5145 Norwood Dr	Dallas	TX	75247
8930	Fleetpride	2007 Royal Ln #140	Dallas	TX	75229
9830	Fleetpride	601 W Mockingbird	Dallas	TX	75247
	Extraco Banks	1821 S Valley Mills Drive	Waco	TX	76711
DC	4036 MARKET SERVICE CENTER	2440 SE LOOP 820	FORT WORTH	TX	76140
DC	SAM'S DC NEW BRAUNFELS TX	4002 N IH 35	NEW BRAUNFELS	TX	78130
DC	PALESTINE TX FASHION	201 OLD ELKHART RD	PALESTINE	TX	75801
DC	PLAINVIEW TX RDC	3101 QUINCY ST	PLAINVIEW	TX	79072
DC	NEW BRAUNFELS TX RDC	3900 N IH 35	NEW BRAUNFELS	TX	78130
DC	PALESTINE TX RDC	14863 FM 645	PALESTINE	TX	75803
DC	CMA USA LAREDO TX	8917 MOLLY DRIVE	LAREDO	TX	78045
DC	TERRELL TX GROC PDC	591 APACHE TRL	TERRELL	TX	75160
DC	CLEBURNE, TX GROC FDC	3470 WINDMILL RD	CLEBURNE	TX	76033
DC	SANGER, TX DPS	2120 N STEMMONS ST	SANGER	TX	76266
DC	TEMPLE, TX GROCERY FDC	9605 NW H K DODGEN LOOP	TEMPLE	TX	76504
DC	ELECTRONIC REPAIR - TEXAS	3900 N IH 35	NEW BRAUNFELS	TX	78130
DC	SAM'S LAREDO (SDC), TX	8917 MOLLY DR. STE. 3	LAREDO	TX	78045
DC	SAM'S DC - DAYTON TX	451 FM 686	DAYTON	TX	77535
DC	PLAINVIEW MAINT SHOP	3101 QUINCY ST	PLAINVIEW	TX	79072
DC	NEW BRAUNFELS MAINT SHOP	3900 N IH 35	NEW BRAUNFELS	TX	78130
DC	PALESTINE MAINT SHOP	14863 FM 645 UNIT C	PALESTINE	TX	75803
DC	MAINT, SANGER, TX	2110 N STEMMONS ST	SANGER	TX	76266
DC	TRUCKING PLAINVIEW TX	3101 QUINCY ST	PLAINVIEW	TX	79072
DC	TRUCKING NEW BRAUNFELS	3900 N IH 35	NEW BRAUNFELS	TX	78130
DC	TRUCKING, PALESTINE, TX	14863 FM 645 UNIT D	PALESTINE	TX	75803
DC	DISPATCH TERRELL, TX PDC	591 APACHE TRL	TERRELL	TX	75160
DC	DISP CLEBURNE TX GROC FDC	3470 WINDMILL RD	CLEBURNE	TX	76033
DC	DISPATCH, SANGER, TX	2120 N STEMMONS ST	SANGER	TX	76266
DC	DISP TEMPLE TX GROC FDC	9605 NW H K DODGEN LOOP	TEMPLE	TX	76504
DC	WAL CON DESOTO TX	830 E CENTRE PARK	DESOTO	TX	75115



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		BLVD			
DC	PICKUP & DELIVERY, DESOTO	830 E CENTRE PARK BLVD	DESOTO	TX	75115
DC	DFW1S FORT WORTH FC 7006 - WHS	5300 WESTPORT PARKWAY	FORT WORTH	TX	76177
DC	NEW CANEY, TX GROC MDC	20131 GENE CAMPBELL RD	NEW CANEY	TX	77357
DC	SEALY, TX DPS	3162 FM 3538 RD	SEALY	TX	77474
DC	IMPORT CENTER BAYTOWN TX	4554 OSCAR NELSON JR DR	BAYTOWN	TX	77523
DC	BAYTOWN.COM	4554 OSCAR NELSON JR DR	BAYTOWN	TX	77523
DC	MAINT SEALY, TX	3162 FM 3538 RD	SEALY	TX	77474
DC	DFW2N FORT WORTH FC 7767 WAREH	15101 N BEACH ST	FORT WORTH	TX	76177
DC	DISP NEW CANEY TX GRO MDC	21031 GENE CAMPBELL RD	NEW CANEY	TX	77357
DC	TRUCKING SEALY, TX	3162 FM 3538 RD	SEALY	TX	77474
DC	SEALY	3164 FM 3538	SEALY	TX	77474
DC	BLAND DISTRIBUTION SERVICES	2243 N GOOLIE RD	DONNA	TX	78537
DC	SAM'S DC - SANGER TX	2122 NORTH STEMMONS	SANGER	TX	76266
DC	WACO, TX	2301 CORPORATION PKWY	WACO	TX	76712
Green's produce & Plants	Noah's Ark Christian Academy	2301 W. Arkansas Ln.	Pantego	TX	76013
	Center for Transforming Lives	512 W 4 <sup>th</sup> Street	Ft Worth	TX	76102
	Amon G Carter YMCA	512 Lamar Street.	Ft Worth	TX	76102
	Covenant Place of Burleson	611 NE Alsbury Blvd	Burleson	TX	76028
	BPD Dallas Texas (ENTTX)	2450 Esters Boulevard, Suite 300	DFW Airport	TX	75261
	R3 Safety Houston (UHO)	8811 Wallisville Road, Suite A	Houston	TX	77029
	Bunzl R3 Dallas (DALL)	2005 Valley View Lane, Ste 120	Dallas	TX	75234
	Bunzl R3 Houston (HOUS)	700 Northpark Central Drive	Houston	TX	77073
	Bunzl R3 San Antonio (SANANT)	4030 Binz Engleman Road	San Antonio	TX	78219
	Southwest Region Office (SWREG)	2005 Valley View Lane, Ste 100	Dallas	TX	75234
5963	cross timber family ymca	2021 crosstimber rd	flower mound	texas	75028
1494	KIII Studios	5002 S. Padre Island Drive	Corpus Christi	Texas	78411
1494	KRIS Communications	301 Artesian Street	Corpus Christi	Texas	78401
1494	Corpus Christi Visitors Bureau	101 N. Shoreline Blvd,	Corpus Christi	Texas	78401



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Ste. 430

1494	Corpus Christi Army Depot	308 3rd Street	Corpus Christi	Texas	78419
1494	De Dietrich USA	P.O. Box 10069	Corpus Christi	Texas	78460
1494	Elementis Chromium	3800 Buddy Lawrence Drive	Corpus Christi	Texas	78469
1494	MarkWest Javelina	5438 Union Street	Corpus Christi	Texas	78407
1494	Lyondell (Equistar)	P.O. Box 10940	Corpus Christi	Texas	78460
1494	Nueces County Community Action Agency	101 S. Padre Island Drive	Corpus Christi	Texas	78405
1494	West Oso Independent School District	5050 Rockford Drive	Corpus Christi	Texas	78416
1494	TT Electronics	4222 S. Staples Street	Corpus Christi	Texas	78411
1494	First Data Corporation	330 Opportunity Drive	Corpus Christi	Texas	78405
1494	H&S Constructors	1616 Valero Way	Corpus Christi	Texas	78469
1494	Sam Kane Beef Processors	P.O. Box 9254	Corpus Christi	Texas	78469
1494	City of Corpus Christi	P.O. Box 9277	Corpus Christi	Texas	78469
1494	City of Robstown	430 E. Main Avenue	Robstown	Texas	78380
1494	Taft Independent School District	400 College Street	Taft	Texas	78390
1494	City of Refugio	P.O. Box 1020	Refugio	Texas	78377
1494	American Bank Center	1901 N. Shoreline Blvd	Corpus Christi	Texas	78401
1494	Sames Ford	4721 Ayers	Corpus Christi	Texas	78415
1494	McCoy's Building Supply	2118 W. Wheeler Avenue	Aransas Pass	Texas	78336
1494	Commercial Motor Company	160 S. Commercial	Aransas Pass	Texas	78336
1494	Sinton Independent School District	322 S. Archer Street	Sinton	Texas	78387
1494	Aransas County Independent School District	1700 Omohundro Street	Rockport	Texas	78382
1494	Ingleside Independent School District	2624 Mustang Drive	Ingleside	Texas	78362
1494	City of Rockport	622 E. Market Street	Rockport	Texas	78382
1494	City of Port Aransas	710 W. Avenue A	Port Aransas	Texas	78373
1494	Celanese Bishop Plant	Hwy 77 S	Bishop	Texas	78343
1494	Bishop CISD	719 E. 6th Street	Bishop	Texas	78343
1494	Eddie Yaklin Dealership	2501 S. Hwy 77	Kingsville	Texas	78363
1494	Gregory-Portland ISD	308 N. Gregory	Gregory	Texas	78359
1494	Kennedy Dental Care	6200 Saratoga Blvd	Corpus Christi	Texas	78414
1494	Volkswagen	6902 S. Padre Island Dr.	Corpus Christi	Texas	78412
1494	Taggart Auto	1609 HWY 181	Portland	Texas	78374
1494	Al Willeford Chevrolet	1603 HWY 181	Portland	Texas	78374
1494	City of Taft	501 Green Ave	Taft	Texas	78390
1494	Kiewit	2440 Kiewit Road	Corpus Christi	Texas	78362
1494	International Educational Services	2547 N US Hwy 77	Robstown	Texas	78380
1494	Cable One	1045 S. Commercial	Aransas Pass	Texas	78336
1494	Ed Hicks Nissan	3000 S Padre Island Drive	Corpus Christi	Texas	78415
1494	Access Ford	3680 US 77	Corpus Christi	Texas	78410



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1494	Mike Shaw Toyota	3232 IH 69 Access Road	Corpus Christi	Texas	78380
1494	GE Oil and Gas	341 Lantana	Corpus Christi	Texas	78408
1494	Schlumberger Oilfield	353 Lantana	Corpus Christi	Texas	78408
1494	United Rentals	7917 Bearden Road	Corpus Christi	Texas	78409
1494	Sunbelt Oilfield Supply	1142 N Padre Island Drive	Corpus Christi	Texas	78404
1494	Thomas Petro	4632 Daniel Drive	Robstown	Texas	78380
1494	C&J Energy Services	500 N. Shoreline	Corpus Christi	Texas	78401
1494	Turner Industries	8601 IH 37 Access Road	Corpus Christi	Texas	78409
1494	CETCO Oilfield Services	4900 FM 665	Robstown	Texas	78380
1494	Koch Pipeline Company	8606 Hwy 37	Corpus Christi	Texas	78409
1494	Brand Energy Solutions	240 Corn Product Road	Corpus Christi	Texas	78409
1494	The Waterford at Corpus Christi	5813 Esplanade Dr	Corpus Christi	Texas	78410
1494	Garden Estates	2709 Cimmaron Blvd	Corpus Christi	Texas	78414
1494	Villa of Corpus Christi	2822 Roby Street	Corpus Christi	Texas	78410
1494	Robstown Independent School District	801 N First Street	Robstown	Texas	78380
1494	Del Mar College	101 Baldwin Blvd	Corpus Christi	Texas	78404
1494	CITGO Petroleum Corporation	1802 Nueces Bay Blvd	Corpus Christi	Texas	78407
1494	Valero - Bill Greehey Refinery	1147 Cantwell Lane	Corpus Christi	Texas	78407
1494	Allen Samuels Corpus Christi	2118 S. Padre Island Dr.	Corpus Christi	Texas	78416
1494	Magnum Oil Tools	5655 Bear Lane, Suite 100	Corpus Christi	Texas	78405
1494	TxDot District Office	1701 S. Padre Island Dr.	Corpus Christi	Texas	78416
1494	Tractor Supply Company	3736 E Hwy 44	Alice	Texas	78332
1494	McCoy's Building Supply	3761 TX-44	Alice	Texas	78332
1494	Ben Bolt-Palito Blanco Independent School District	172 Badger Lane	Bishop	Texas	78343
1494	City of Alice	500 E. Main Street	Alice	Texas	78332
1494	Dixie Iron Works	300 W. Main Street	Alice	Texas	78332
1494	Alice Independent School District	2 Coyote Trail	Alice	Texas	78332
345	SAnderson Farms	320 sanderson farm parkway	Palestine	Texas	75803
1494	Home Depot	5041 S. Padre Island Drive	Corpus Christi	Texas	78411
1494	GRANDE	6441 Saratoga Blvd	Corpus Christi	Texas	78414
1494	UPS	321 Navigation Road	Corpus Christi	Texas	78408
1494	FED EX	246 S. Navigation Blvd	Corpus Christi	Texas	78405
1494	L&F Distributors	8761 TX-44	Corpus Christi	Texas	78406
1494	Navy Army	285 Buddy Ganem	Portland	Texas	78374
1494	Tepsco	915 Commerce St.	Portland	Texas	78374
1494	Voestalpine Texas LLC	2800 Kay Bailey Hutchison Road	Portland	Texas	78374
1494	Legacy Pre-school	902 Moore Ave.	Portland	Texas	78374
1494	Frost Bank	500 W. Broadway St.	Portland	Texas	78374





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1494	Wells Fargo	1031 US HWY 181	Portland	Texas	78374
1494	DuPont	4127 Hwy 361	Gregory	Texas	78359
1494	Harbor Place	5518 Lipes Blvd	Corpus Christi	Texas	78413
1494	City of Portland	1900 Billy G. Webb Drive	Portland	Texas	78374
1494	City of Aransas Pass	600 W. Cleveland Blvd	Aransas Pass	Texas	78336
1494	Gold's Gym	6643 S. Staples	Corpus Christi	Texas	78413
1494	Cimmaron Place	3801 Cimmaron Blvd	Corpus Christi	Texas	78414
1494	Ingram Reddy Mix	5635 Holly Road	Corpus Christi	Texas	78412
1494	Stripes Support Center	4525 Ayers Street	Corpus Christi	Texas	78415
1494	prestons auto clinic	1934 waldron road	Corpus Christi	Texas	78418
1494	City of Kingsville	200 E. Kleberg Avenue	Kingsville	Texas	78363
1494	Riviera Independent School District	203 Seahawk Drive	Riviera	Texas	78379
1494	Santa Gertrudis Independent School District	Hwy 141 King Ranch	Kingsville	Texas	78364
1494	Ricardo Independent School District	138 Co Rd 2160 W	Kingsville	Texas	78363
1494	Ricardo Independent School District	138 Co Rd 2160 W	Kingsville	Texas	78363
1494	Kingsville Independent School District	207 N. 3rd Street	Kingsville	Texas	78363
3506	arnold m.s.	11111 telge rd	cypress	texas	77429
3506	anthony middle school	10215 greenhouse rd	cypress	texas	77433
3506	jersey village h.s.	7600 solomon st	houston	texas	77040
3506	cypress woods h.s.	13550 woods spillane blvd	cypress	texas	77429
3506	cypress ridge h.s.	7900 n eldridge pkwy	houston	texas	77041
3506	cypress falls h.s.	9811 huffmeister rd	houston	texas	77095
5290	Nationwide Corporation	9903 Nationwide Dr #204	San Antonio	texas	78251
5290	San Antonio Eye Specialists	2810 NW Loop 1604 Suite 200	San Antonio	texas	78248
5963	US memory care of Colleyville	8100 Precinct Line rd	Colleyville	Texas	76034
5963	Martin crest Senior living	1818 martin dr	Weatherford	Texas	76086
7251	Trinity Courtyard	6150 Oakmont Trail	Fort Worth	Texas	76132
3828	Telco Plus Credit Union	423 Gilmer Road	Longview	Texas	75604
523	city of carthage police department	321 w. panola	carthage	texas	75633
3585	Brookdale the Woodlands	1730 Woodstead Court	Spring	texas	77380
3585	Cox Intermediate School	3333 Waterbend Cove	Spring	texas	77386
807	Tyson Foods inc	6350 Browning ct	North Richland Hills	Texas	76180
7362	Adobe Walls Stoneworks	2700 Osage St	Amarillo	Texas	79103
7362	Ashley Furniture	5220 S WESTERN	AMARILLO	TEXA S	79109
7362	Texas Furniture	3600 Soncy	Amarillo	Texas	79119
1494	Snap Fitness	2334 Hwy 361	Ingleside	Texas	78362
1494	Trigeant Petroleum	P.O. Box 9606	Corpus Christi	Texas	78469
1494	Exxene Corporation	5939 Holly Road	Corpus Christi	Texas	78412





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1494	Gulf Copper Ship Repair	4721 Navagation Blvd	Corpus Christi	Texas	78402
1494	Repcon	7501 Up River Road	Corpus Christi	Texas	78409
1494	Corpus Christi Hooks Baseball	734 E. Port Avenue	Corpus Christi	Texas	78401
1494	Allen Samuels Aransas Pass	877 Hwy 35 Bypass	Aransas Pass	Texas	78336
1494	Aransas Autoplex	2352 W. Wheeler Avenue	Aransas Pass	Texas	78336
1494	Aransas Pass Independent School District	2300 McMullen Lane, Suite 600	Aransas Pass	Texas	78336
1494	Gulf Marine Fabricators	1982 FM 2725	Ingleside	Texas	78362
1494	Blake Fulenwider Dealership	2151 N Hwy 77 Bypass	Kingsville	Texas	78363
1494	Naval Air Station, Kingsville	554 McCain Street #101	Kingsville	Texas	78363
1494	Riviera Independent School District	203 Seahawk Drive	Riviera	Texas	78379
1494	City of Sinton	301 E. Market St.	Sinton	Texas	78387
1494	City of Ingleside	2671 San Angelo	Ingleside	Texas	78362
1494	Catholic Diocese of Corpus Christi	620 Lipan Street	Corpus Christi	Texas	78401
1494	Navy Army Real Estate Center	2814 Rodd Field Road	Corpus Christi	Texas	78414
1494	Sun Coast Resources	218 N Padre Island Drive	Corpus Christi	Texas	78406
1494	Baker Hughes	322 Manning Road	Corpus Christi	Texas	78409
1494	Halliburton	555 N. Caranchua	Corpus Christi	Texas	78478
1494	Bronco Oilfield Services	820 McBride Lane	Corpus Christi	Texas	78408
1494	Genesis Crude Oil	1150 Southern Minerals Rd	Corpus Christi	Texas	78409
1494	Driscoll Independent School District	PO Box 238	Driscoll	Texas	78351
1494	Banquete Independent School District	PO Box 369	Banquete	Texas	78339
1494	Holmgreen Center	317 N Tanchua St	Corpus Christi	Texas	78410
1494	Senior Care of Corpus Christi	202 Fortune Drive	Corpus Christi	Texas	78410
1494	Corpus Christi Independent School District	801 Leopard Street	Corpus Christi	Texas	78403
1494	Calallen Independent School District	4205 Wildcat Drive	Corpus Christi	Texas	78410
1494	Tuloso-Midway Independent School District	9760 La Branch	Corpus Christi	Texas	78410
1494	Texas A&M University - Corpus Christi	6300 Ocean Drive	Corpus Christi	Texas	78412
1494	Post Office main	902 Ayers	Corpus Christi	Texas	78404
1494	CITGO Petroleum Corporation	1802 Nueces Bay Blvd	Corpus Christi	Texas	78407
1494	Flint Hills Resources	P.O. Box 2608	Corpus Christi	Texas	78403
1494	Sutherlands Lumber	1250 E. Houston St.	Alice	Texas	78332
1494	Jim Wells County	200 N. Almond	Alice	Texas	78332
1494	Coastal Bend College	704 Coyote Trail	Alice	Texas	78332
1494	Fit24 Gym	1118 N. Texas Blvd	Alice	Texas	78332
1494	CC Forbes	4783 S. US Hwy 281	Alice	Texas	78332
1494	FESCO Ltd	1000 Fesco Drive	Alice	Texas	78332
1494	Agua Dulce Independent School District	P.O. Box 250	Agua Dulce	Texas	78330
345	Vulcraft	175 County Rd 2345	Grapeland	Texas	75844



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1494	AUTO NATION	6650 S. Padre Island Drive	Corpus Christi	Texas	78412
1494	TIME WARNER	819 N Upper Broadway	819 N Upper Broadway	Texas	78401
1494	LOWES	1530 Airline Road	Corpus Christi	Texas	78412
1494	ANDREWS DIST.	254 Junior Beck Drive	Corpus Christi	Texas	78405
1494	Oneta Company (Pepsi and Sun Vending)	1401 S. Padre Island Dr.	Corpus Christi	Texas	78416
1494	Coca-Cola Bottling Company	5126 Greenwood Drive	Corpus Christi	Texas	78417
1494	Bechtel Recruiting Center	1500 Wildcat Dr.	Portland	Texas	78374
1494	O'Reilly Auto Parts	1016 US HWY 181	Portland	Texas	78374
1494	Cheniere Energy	1702 US HWY 181 Suite A4	Portland	Texas	78374
1494	First Baptist Day Care	1305 Wildcat Dr.	Portland	Texas	78374
1494	Bay Ltd.	1414 Valero Way	Corpus Christi	Texas	78409
1494	TPCO America Corp (Gregory)	10700 Richmond Avenue, #302	Houston	Texas	77042
1494	Occidental Chemical (Gregory)	4133 Hwy 361	Gregory	Texas	78359
1494	OxyChem Ingleside	Hwy 361	Ingleside	Texas	78362
1494	Sherwin Alumina Company	4633 Hwy 361	Gregory	Texas	78359
1494	Lowe's Home Improvement	150 S. FM 1069	Aransas Pass	Texas	78336
1494	Navy Army	522 Airline Road	Corpus Christi	Texas	78412
1494	Mirador Retirement	5857 Timbergate	Corpus Christi	Texas	78414
1494	Villa South Assisted Living	4834 Yorktown Blvd	Corpus Christi	Texas	78413
1494	Corpus Christi Athletic Club	2101 Airline Road	Corpus Christi	Texas	78414
1494	Navy Air Station Corpus Christi	11001 D Street	Corpus Christi	Texas	78418
1494	navy army credit union	9552 S. Padre Island Drive	Corpus Christi	Texas	78418
1494	Flour Bluff Independent School District	2505 Waldron Road	Corpus Christi	Texas	78418
1494	Wells Fargo Bank	1190 Waldron Road	Corpus Christi	Texas	78418
1494	Kleberg County	700 E. Kleberg Avenue	Kingsville	Texas	78363
1494	King Ranch	3 Riverway, Suite 1600	Houston	Texas	77056
1494	Texas A&M University - Kingsville	700 University Blvd	Kingsville	Texas	78363
1494	Phil Neesen Dealership	2007 S. US Hwy 77 Bypass	Kingsville	Texas	78363
1494	Sames Crow Dealership	2501 S. Hwy 77	Kingsville	Texas	78363
3506	aragon m.s.	16823 west rd	houston	texas	77095
3506	windfern h.s.	12630 windfern rd	houston	texas	77064
3506	langham creek h.s.	12610 fm 529	houston	texas	77095
3506	cypress springs h.s.	7909 fry rd	cypress	texas	77433
3506	cypress ranch h.s.	10700 fry rd	cypress	texas	77433
3506	cypress lakes h.s.	5750 greenhouse rd	katy	texas	77449
3506	cypress creek h.s.	9815 grant rd	houston	texas	77070
2397	Skyline Corporation	606 S. Second Avenue	Mansfield	Texas	76063
5290	The PM Group	7550 IH-10 West, suite	San Antonio	Texas	78229



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		510			
5963	The oaks at flower mound assisted living and memory care	3281 Long Praire rd	Flower mound	Texas	75023
5963	Legend assisted living and memory care	8600 old denton rd	Fortworth	Texas	76244
5963	Arbor house of Weatherford	1101 Jameson st.	Weatherford	Texas	76086
5963	Courtyards at Lake Granbury	801 Calinco Dr.	Granbury	Texas	76048
523	panola national bank	1510 w. panola	carthag	texas	75633
6202	Demco Manufacturing	1121 N Temple Drive	Diboll	TX	75941
	GE Manufacturing Solutions	16201 Three Wide Drive	Fort Worth	TX	76177

\*The location addresses listed below are the only locations permitted to receive mobile immunization clinics.

\* If a location's physical address changes, please notify the immunization team so the standing order protocol can be updated.

Physician Signature: \_\_\_\_\_

Date: 8/9/2016 \_\_\_\_\_



## Vaccines by Walmart and Sam's Club Pharmacists

**Purpose:** To reduce morbidity and mortality from influenza, pneumonia (pneumococcal), varicella (chickenpox), hepatitis A virus (HAV) infection, hepatitis B virus (HBV) infection, human papillomavirus (HPV) infection, herpes zoster (shingles) infection, measles, mumps, and rubella infection, meningococcal disease, and tetanus, diphtheria, and pertussis by vaccinating those patients who meet the necessary criteria established by the Centers for Disease Control and Prevention's Advisory Committee on Immunization Practices, state law and any other controlling pharmacy regulations.

**Policy:** Under this protocol, guidance is provided for the administration of vaccines after a patient specific prescription is presented or when a pharmacist utilizes prescriptive authority provided by their state. Eligible **Walmart and Sam's Club pharmacist(s)** where allowed by state law and having been duly trained, may administer immunizations as listed below. Immunizations will not be administered within a patient's personal residence.

Ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Walmart Stores, Inc. corporate policy. **Pharmacists must follow the strictest requirement of all three.** If you have questions regarding the administration of immunizations contact your Market Manager, [rphimz@email.wal-mart.com](mailto:rphimz@email.wal-mart.com), or [SamsClinicServ@samsclub.com](mailto:SamsClinicServ@samsclub.com).

### Section A: Vaccine Information

- Under this protocol, pharmacists shall have the authority to and screen patients for indications and contraindications of vaccines, and administer vaccines, when presented with an authorizing medical prescription order, and in compliance with the following criteria listed by vaccine below.
- Ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document. To allow the pharmacist to properly assess indications and contraindications all patients receiving an immunization must fill out a patient questionnaire and consent form.
- CDC / ACIP Recommendations are provided by vaccine below, to provide complete indications and contraindications for use by the pharmacist during patient screening. If a patient specific prescription is presented and the patient does not meet the CDC /ACIP recommendations or has a contraindication to the prescribed vaccine, the pharmacist must follow the below guidance:

1. Call the provider
2. State that the prescription is written outside of CDC recommendations (and provide the recommendation), or the patient has a contraindication to the prescribed vaccine.
3. Verify if the physician still wants the patient to receive the vaccine.
4. Write verification on the face of the script
5. Give the patient the appropriate Vaccine Information Sheet (VIS).
6. Administer the vaccine

Record the date the vaccine was administered the date the VIS was given to the patient, the date the VIS was published, the vaccine manufacturer and lot number, the vaccination site and route, and the name and title of the person administering the vaccine on the VAR portion of the Consent Form prior to administration. Comply with the following instructions when using this document to administer an immunization.

### Influenza Vaccine:

**Vaccine and ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, and may administer only the vaccines allowed by their state's regulations.**

#### 1. Indications for Influenza vaccine:

- Identify patients with no history of influenza vaccination for the current influenza season; Vaccination is recommended for all patients, including healthy patients ages 6 months and older without risk factors, refer to the CDC/ACIP regarding age recommendations and specific product formulations;



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- b. Live Attenuated Influenza Vaccine (LAIV)(FluMist) is licensed for use only for healthy non-pregnant patients age 2 through 49 years old;

Patients that are 18 years and older may receive vaccination with the recombinant influenza vaccine (RIV); RIV (Flublok) does not contain any egg protein and can be given to age-appropriate persons with egg allergy of any severity.

- c. Adults age 18 through 64 years of age may be given any intramuscular IIV product or, alternatively, the intradermal IIV product ("Fluzone Intradermal" or its therapeutic equivalent);
- d. Adults age 65 years and older may be given standard-dose trivalent (IIV), quadrivalent dose (QIV) or, alternatively, high dose trivalent (IIV) ("Fluzone High-Dose" or its therapeutic equivalent).
- e. Administer 1 or 2 doses per season (separated by at least 4 weeks) to children who are receiving influenza vaccine for the first time and are less than 9 years old. Some children in this age group who have been vaccinated previously will also need two doses. Refer to <http://www.cdc.gov/mmwr/pdf/rr/rr6207.pdf> for more information.
- f. For patients 9 years and older, administer 1 dose.
- g. The CDC/ACIP does not have a preference for any given inactivated influenza vaccine formulation when used within their specified age indications.

### 2. Contraindications to Influenza vaccine:

- a. A serious systemic or anaphylactic reaction after ingesting eggs, after receiving a previous dose of influenza vaccine, or to an influenza vaccine component. For a list of vaccine components, go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf).
- b. Do not give live attenuated influenza vaccine (LAIV; nasal spray) to a patient with a history of hypersensitivity to eggs, either anaphylactic or non-anaphylactic;
- c. Do not give live attenuated influenza vaccine (LAIV; nasal spray) to a patient who is pregnant, is age 50 years or older, or who has chronic pulmonary (including asthma), cardiovascular (excluding hypertension), renal, hepatic, neurologic/neuromuscular, hematologic, or metabolic (including diabetes) disorders; Immunosuppression, including that caused by medications or HIV.
- d. Do not give live attenuated influenza vaccine (LAIV; nasal spray) to pregnant adolescents; children younger than age 2 years; children age 2 through 4 years who have experienced wheezing or asthma within the past 12 months, based on a health provider's statement; or children or adolescents on long-term aspirin therapy (applies to a child or adolescent age 6 months through 18 years).

### 3. Precautions to Influenza vaccine:

- a. Moderate or severe acute illness with or without fever;
- b. History of Guillain Barré syndrome within 6 weeks of a previous influenza vaccination;
- c. For TIV only, allergic reaction to eggs consisting of hives only (observe patient for at least 30 minutes following vaccination);
- d. For LAIV only, close contact with an immunosuppressed person when the person requires protective isolation, receipt of influenza antivirals (e.g., amantadine, rimantadine, zanamivir, or oseltamivir) within the previous 48 hours or possibility of use within 14 days after vaccination
- e. Syncope has been reported with the use of injectable vaccines and may be accompanied by changes in vision or weakness. Procedures should be in place to avoid injuries from falling and to restore cerebral perfusions if syncope occurs.

### 4. Administration of Influenza vaccine:

- a. IIV Influenza vaccine (trivalent and quadrivalent) shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to influenza vaccine(s).
- c. For patients of all ages, give 0.5 mL of injectable trivalent inactivated influenza vaccine (TIV-IM); or quadrivalent inactivated influenza vaccine (QIV-IM) intramuscularly (22–25 g, 1–1½" needle) in the deltoid muscle;





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- d. A 5/8" needle may be used for adults weighing less than 130 lbs (<60 kg) for injection in the deltoid muscle only if the skin is stretched tight, subcutaneous tissue is not bunched, and the injection is made at a 90 degree angle;
- e. For children under 9 years, administer the vaccine in two divided doses, separated by 4 weeks if they 1) are receiving influenza vaccine for the first time or 2) did not get at least 2 doses of seasonal influenza vaccine since July 1, 2010.
- f. For healthy patients younger than age 50 years, give 0.2 mL of intranasal LAIV; 0.1 mL is sprayed into each nostril while the patient is in an upright position;
- g. For adults ages 18 through 64 years, give 0.1 ml TIV-ID intradermally by inserting the needle of the microinjection system at a 90 degree angle in the deltoid muscle; or d) For adults ages 65 years and older, give 0.5 mL of high-dose TIV-IM intramuscularly (22–25 g, 1–1½" needle) in the deltoid muscle.
- h. For adults that are 65 years and older, 0.5ml high dose TIV may be administered intramuscularly in the deltoid muscle (22-25 g, 1-1 1/2 " needle)

### Pneumococcal Vaccine:

**Vaccines and ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three and may administer only the vaccines allowed by their state's regulations.**

#### Pneumococcal Polysaccharide Vaccine (PPSV23- Pneumovax 23)

##### 1. Indications for Pneumococcal Polysaccharide vaccine (PPSV23 – Pneumovax 23):

- a. Age 65 years or older with no or unknown history of prior receipt of PPSV23 (Pneumovax 23),
- b. Age 65 years or older with a previous dose of PPSV23 prior to age 65 and at least 5 or more years has passed since that dose).
- c. Patients aged 19 years to 64 years with specific underlying medical conditions. These include chronic illness or other risk factors, such as chronic heart disease (including congestive heart failure and cardiomyopathies, excluding hypertension), chronic lung disease (including chronic obstructive lung disease, emphysema, and asthma), chronic liver disease (including cirrhosis), alcoholism, or diabetes mellitus.
- d. Patients aged 19 years to 64 years who have cerebrospinal fluid leaks or cochlear implants.
- e. Patients aged 19 years to 64 years with immunocompromising conditions or anatomical or functional asplenia.
  - i. Immunocompromising conditions indicated for pneumococcal vaccination are: congenital or acquired immunodeficiency (including B or T lymphocyte deficiency, complement deficiencies, and phagocytic disorders excluding chronic granulomatous disease), HIV infection, chronic renal failure, nephrotic syndrome, leukemia, lymphoma, Hodgkin disease, generalized malignancy, multiple myeloma, solid organ transplant, and iatrogenic immunosuppression (including long-term systemic corticosteroids and radiation therapy).
  - ii. Anatomic or functional asplenia that are indications for pneumococcal vaccination are: Sick cell disease and other hemoglobinopathies, congenital or acquired asplenia, splenic dysfunction, and splenectomy.
- f. Patients aged 19 years to 64 years who smoke cigarettes or reside in nursing homes or long term care facilities.
- g. Patients may include American Indian / Alaskan Natives age 50 through 64 years if recommended by local public health authorities.

##### 2. Contraindications to PPSV23 (Pneumovax 23)

- a. History of a serious reaction (anaphylaxis) after a previous dose of pneumococcal vaccine (PPSV or PCV) or to a vaccine component. For a list of vaccine, go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf).





### 3. Precautions to PPSV23 (Pneumovax 23)

- a. Syncope (fainting) has been reported with the use of injectable vaccines and may be associated with visual disturbances, weaknesses, or tonic-clonic movements. Procedures should be in place to avoid injuries from falling and to restore cerebral perfusion.
- b. Current moderate or severe acute illness with or without fever.

### 4. Administration of PPSV23 (Pneumovax 23)

- a. PPSV23 vaccine shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to PPSV23.
- c. Adults aged 19 through 64 years with chronic heart disease (including congestive heart failure and cardiomyopathies, excluding hypertension), chronic lung disease (including chronic obstructive lung disease, emphysema, and asthma), chronic liver disease (including cirrhosis), alcoholism, or diabetes mellitus: **Administer PPSV23.**
- d. Adults aged 19 through 64 years who smoke cigarettes or reside in nursing home or long-term care facilities: **Administer PPSV23.**
- e. For patients 19-64 years old with cerebrospinal fluid leaks or cochlear implants, or immunocompromising conditions, or anatomical or functional asplenia that have neither received PPSV23 or PCV13: **Administer PCV13 as a single dose first, then administer PPSV23 8 weeks later.**
- f. Patients with the conditions listed above (asplenia, renal failure, nephrotic syndrome, immunocompromised) should receive repeat a dose one time 5 or more years after the first dose of PPSV23.
- g. For patients age 65 years or older with no or unknown history of prior receipt of PPSV:
  - i. Have not received PCV13 or PPSV23: Administer PCV13 followed by PPSV23 in 6 to 12 months.
  - ii. Have not received PCV13 but have received a dose of PPSV23 at age 65 years or older: **Administer PCV13 at least 1 year after the dose of PPSV23 received at age 65 years or older.**
  - iii. Have not received PCV13 but have received 1 or more doses of PPSV23 before age 65: **Administer PCV13 at least 1 year after the most recent dose of PPSV23; administer a dose of PPSV23 1 year after PCV13, or as soon as possible if this time window has passed, and at least 5 years after the most recent dose of PPSV23.**
  - iv. Have received PCV13 but not PPSV23 before age 65 years: **Administer PPSV23 1 year after PCV13 or as soon as possible if this time window has passed.**
  - v. Have received PCV13 and 1 or more doses of PPSV23 before age 65 years: **Administer PPSV23 6 to 12 months after PCV13, or as soon as possible if this time window has passed, and at least 5 years after the most recent dose of PPSV23.**
  - h. Administer 0.5 mL PPSV23 vaccine either intramuscularly (22–25g, 1–1½" needle) in the deltoid muscle or subcutaneously (23–25g, 5/8" needle) in the posterolateral fat of the upper arm.

### **Pneumococcal Conjugate Vaccine (PCV 13- Prevnar 13)**

#### **1. Indications for Pneumococcal Conjugate Vaccine (PCV13-Prevnar 13):**

- a. CDC/ACIP recommends that all patients age 65 years or older with no or unknown history of prior receipt of PCV-13 vaccine (Prevnar 13) receive the immunization.
- b. Patients aged 6 years to 64 years with the following conditions or asplenia.
  - i. Patients with immunocompromising conditions that are indications for pneumococcal vaccination include the following: congenital or acquired immunodeficiency (including B or T lymphocyte deficiency, complement deficiencies, and phagocytic disorders excluding chronic granulomatous disease) HIV infection, chronic renal failure, nephrotic syndrome, leukemia, lymphoma, Hodgkin disease, generalized malignancy, multiple myeloma, solid organ transplant, and iatrogenic immunosuppression (including long-term systemic corticosteroids and radiation therapy).



- ii. Immunocompetent patients with cerebrospinal leaks or cochlear implants.
- iii. Anatomic or functional asplenia that are indications for pneumococcal vaccination include: Sickle cell disease and other hemoglobinopathies, congenital or acquired asplenia, splenic dysfunction, and splenectomy.

## **2. Contraindications to PCV13**

- a. History of a serious reaction (anaphylaxis) after a previous dose of pneumococcal vaccine (PPSV or PCV) or to a vaccine component. For a list of vaccine, go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf).

## **3. Precautions to PCV13**

- a. Syncope (fainting) has been reported with the use of injectable vaccines and may be associated with visual disturbances, weaknesses, or tonic-clonic movements. Procedures should be in place to avoid injuries from falling and to restore cerebral perfusion.
- b. Current moderate or severe acute illness with or without fever.

## **4. Administration of PCV13**

- a. Pneumococcal vaccine shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to pneumococcal vaccine(s).
- c. For patients identified above, administer 0.5 mL PCV13 intramuscularly (22–25g, 1–1½" needle) in the deltoid muscle. For patients previously vaccinated with PPSV, give PCV13 at least 12 months following PPSV.
- d. If not previously vaccinated with PPSV, give PCV13 first, followed by PPSV23 in 8 weeks.  
- Note: A 5/8" needle may be used for IM injection for patients who weigh less than 130 lbs [<60kg] for injection in the deltoid muscle, only if the subcutaneous tissue is not bunched and the injection is made at a 90-degree angle.

## **Dual Vaccination/Re-Vaccination:**

- a. When both PCV13 and PPSV23 are indicated, administer PCV13 first. PCV13 and PPSV23 should not be administered during the same visit.
- b. When indicated, PCV13 and PPSV23 should be administered to adults whose pneumococcal vaccination history is incomplete or unknown.
- c. **Patients that are 65 years and older:**
  - i. that have **not** received either PCV13 or PPSV23 should be administered PCV13 followed by PPSV23 6 to 12 months later.
  - ii. that **have received** PPSV23 but have not received PCV13 should be administered PCV13 at least 1 year after the dose of PPSV23 received at 65 years and older.
  - iii. that have received 1 or more doses of PPSV23 before the age of 65 should be administered PCV13 at least one year after the most recent dose of PPSV23, then administer a dose of PPSV23 6 to 12 months after PCV13 but at least 5 years after the most recent PPSV23 dose.
  - iv. that have received PCV13 before the age of 65 but not PPSV23, administer PPSV23 6-12 months after PCV13 or as soon as possible if it has been longer than one year.
  - v. that have received PCV13 and 1 or more dose of PPSV23 before the age of 65, administer PPSV23 6 to 12 months after PCV13 and at least 5 years after the most recent dose of PPSV23.

## **Patients that are 6-64 years:**

- i. If neither PCV13 nor PPSV23 has been received previously, administer 1 dose of PCV13 now and 1 dose of PPSV23 at least 8 weeks later. Administer a second dose of PPSV23 at least 5 years later.
- ii. If PCV13 has not been received but PPSV23 has been administered, administer PCV13 at least one year after the PPSV23. Administer PPSV23 at least 8 weeks after PCV13 and at least 5 years after the first PPSV23 dose.



- iii. If PCV13 has not been received but two doses of PPSV23 has been received, then administer PCV13, administer PCV13 at least one year after the most recent PPSV23 dose.
- iv. If PCV13 has been received previously but PPSV23 has not, administer 1 dose of PPSV23 at least 8 weeks after the most recent dose of PCV13. Administer PPSV23 at least 5 years after the first PPSV23 dose.
- v. If PCV13 has been received and 1 dose of PPSV23 has been received, administer a second dose of PPSV23 at least 5 years after the first dose of PPSV23.

## Varicella Vaccine:

**Vaccines and ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three and may administer only the vaccines allowed by their state's regulations.**

### 1. Indications for varicella vaccine (chickenpox):

- a. All patients age 12 months and older without evidence of immunity. CDC/ACIP recommends vaccination for all children, adolescents, and adults who do not have evidence of immunity, and is especially important for: Healthcare personnel, household contacts of immunocompromised persons, persons living or working in environments where exposure is likely (teachers, child care workers, residents and staff of institutional settings), non-pregnant women of childbearing age, and international travelers.
- b. Evidence of immunity shall be defined as written documentation of 2 doses of varicella vaccine; a history of varicella disease or herpes zoster based on based on healthcare-provider diagnosis; laboratory evidence of immunity or confirmation of disease; and/or birth in the U.S. before 1980, **with the exceptions that follow:**
  - i. Healthcare personnel born in the U.S. before 1980 who do not meet any of the criteria above should be tested or given the 2-dose vaccine series. If testing indicates that they are not immune, give the 1<sup>st</sup> dose of varicella vaccine immediately. Give the 2<sup>nd</sup> dose between 4 and 8 weeks after the 1<sup>st</sup> dose.
  - ii. Pregnant women born in the U.S. before 1980 who do not meet any of the criteria above should either (1) be tested for susceptibility during pregnancy and if found susceptible, given the 1<sup>st</sup> dose of varicella vaccine **postpartum** before hospital discharge, or (2) not be tested for susceptibility and be given the 1<sup>st</sup> dose of varicella vaccine **postpartum** before hospital discharge. Give the 2<sup>nd</sup> dose between 4 and 8 weeks after the 1<sup>st</sup> dose.

### 2. Contraindications to Varicella vaccine:

- a. A history of a serious reaction (e.g., anaphylaxis or hypersensitivity) after a previous dose of varicella vaccine or to a varicella vaccine component. For a list of vaccine components, go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf).
- b. Pregnant now or may become pregnant within 1 month (pregnant women should be immunized upon completion or termination of pregnancy);
- c. Having any malignant condition, including blood dyscrasias, leukemia, lymphomas of any type, or other malignant neoplasms affecting the bone marrow or lymphatic systems;
- d. History of primary and acquired immunodeficiency or patients that are immunosuppressed;
- e. Patients with AIDS or other clinical manifestations of HIV;
- f. Patients with active, untreated tuberculosis;
- g. Current febrile illness (fever, per manufacturer); CDC/ACIP guidelines allow for administration to patients with mild acute illness with or without low grade fever;
- h. Receiving high-dose systemic immunosuppressive therapy (e.g., two weeks or more of daily receipt of 20 mg or more [or 2 mg/kg body weight or more] of prednisone or equivalent);
- i. A child age 1 year or older CD4+ T-lymphocyte percentages less than 15% or a child or teen age 6 years or older with CD4+ T-lymphocytes count <200 cells/μL;
- j. Immune globulin and blood products should not be administered with Varicella vaccine.



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Salicylates should be avoided in children and adolescents for 6 weeks after Reye's syndrome.

- k. Family history of congenital or hereditary immunodeficiency in first-degree relatives (e.g., parents, siblings) unless the immune competence of the potential vaccine recipient has been clinically substantiated or verified by a laboratory.

### 3. Precautions to Varicella vaccine:

- a. Recent (within the past 11 months) receipt of antibody-containing blood product (specific interval depends on product);
- b. Moderate or severe acute illness with or without fever;
- c. Syncope (fainting), may be accompanied with transient visual disturbances or weakness, procedures should be in place to avoid injuries from falling and to restore cerebral perfusion
- d. Receipt of specific antivirals (i.e. acyclovir, famciclovir, or valacyclovir) 24 hours before vaccination; patient should avoid use of these antivirals for 14 days after vaccination.

### 4. Administration of Varicella vaccine:

- a. Varicella vaccine shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to varicella vaccine(s).
- c. Reconstitution will involve using all of the provided diluent to reconstitute vaccine. Gently agitate to mix thoroughly. The total volume of the reconstituted vaccine will be ~0.5mL. Administer within 30 minutes of preparation. Administer to all patients without evidence of immunity. Administer subcutaneously in the outer aspect of the upper arm immediately following reconstitution. Two doses of 0.5 mL separated by 4 or more weeks (4-8 weeks per ACIP). ACIP recommends that all children and adults without evidence of immunity receive 2 doses of the vaccine.
- d. For adults and catch-up schedule: administer 2 doses, with dose #2 to be administered between 4 and 8 weeks after dose #1.
- e. If dose #2 is delayed, do not repeat dose #1. Provide dose #2 when possible.
- f. If 2 or more of the following live virus vaccines are to be given – LAIV, MMR, Var, HZV, and/or yellow fever – they should be given on the same day. If they are not administered on the same day, space them by at least 28 days.
- g. The vaccine may be administered as a post-exposure prophylaxis if given within 72 hours of exposure but may be used up to 120 hours (5 days) post exposure (routine post-vaccination serologic testing is not recommended).

## Hepatitis A Vaccine:

**Vaccines and ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, and may administer only the vaccines allowed by their state's regulations.**

### 1. Indications For Hepatitis A:

- a. Any patient aged 2 or older who has not already received the HepA vaccine series, 2 doses of HepA vaccine separated by 6-18 months may be administer, or any adult who wants to be protected from hepatitis A (HAV) infection and lack a specific risk factor;
- b. Anticipated travel to a country with high or intermediate endemicity for hepatitis A (i.e., all except the United States, Canada, Japan, Australia, New Zealand, and Western Europe);
- c. A male who has sexual intercourse with other males;
- d. Users of street drugs (injecting and non-injecting);
- e. Diagnosis of chronic liver disease, including hepatitis B and C;



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- f. Diagnosis of a clotting-factor disorder, such as hemophilia;
- g. Anticipated close personal contact with an international adoptee from a country of high or intermediate endemicity during the first 60 days after the arrival of the adoptee in the United States;
- h. Employment in a research laboratory requiring work with HAV or HAV-infected primates;
- i. An unimmunized adult age 40 years or younger with recent possible exposure to HAV (e.g., within previous two weeks);
- j. For people older than age 40 years old with a recent exposure to HAV (within 2 weeks), immune globulin is preferred over Hepatitis A vaccine (Note: For children younger than age 12 months should be given IG instead of vaccine);

**2. Contraindications to Hepatitis A vaccine:**

- a. A history of a serious reaction after a previous dose of hepatitis A vaccine or to a hepatitis A vaccine component. For a list of vaccine components, go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf).

**3. Precautions to Hepatitis A vaccine:**

- a. A moderate or severe acute illness with or without fever.  
Use with caution in patients with bleeding disorders and or patients on anticoagulant therapy as bleeding or hematoma may occur from IMZ administration.  
Patients with hepatic impairment may have decreased antibody response.
- b. Pregnancy.

Syncope (fainting) has been reported with the use of injectable vaccines and may be associated with visual disturbances, weakness, or tonic-clonic movements. Procedures should be in place to avoid injuries from falling and to restore cerebral perfusion.

**4. Administration of Hepatitis A vaccine:**

- a. Hepatitis A vaccine shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to hepatitis A vaccine(s).
- c. CDC/ACIP recommends routine vaccination for the following patients:
  - i. Children 12 months and older (Walmart policy only allows the administration of immunizations to children that are 8 years and older)
  - ii. Unvaccinated adults requesting protection from HAV infection
  - iii. Unvaccinated persons that meet any of the following: Men who have sex with men, injection and non-injection illicit drug users
  - iv. Persons that work with HAV-infected primates or with HAV in a research laboratory setting
  - v. Persons with chronic liver disease
  - vi. Persons who receive clotting- factor concentrates
  - vii. Persons traveling to or working in countries with high or intermediate levels of endemic HAV infection
  - vii. Unvaccinated persons who will be in close personal contact with an international adoptee from a country with endemic HAV during the first 60 days of arrival into the United States
- d. For patients younger than age 19 years, administer 0.5 mL hepatitis A vaccine, and for patients age 19 years and older, administer 1.0 mL hepatitis A vaccine. Choose needle length appropriate to the patient's age and body mass.
- e. Give vaccine intramuscularly (22–25 g, 1–1½" needle) in the deltoid muscle.
- f. A 5/8" needle may be used for patients who weigh less than 130 lbs [<60 kg] for injection in the deltoid muscle, only if the skin is stretched tight, subcutaneous tissue is not bunched, and the injection is made at a 90-degree angle.)



- g. Provide a subsequent dose of hepatitis A vaccine to complete each patient's 2-dose schedule by observing a minimum interval of 6 months between the first and second doses.

## Hepatitis B Vaccine

**Vaccine and ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**

### 1. Indications For Hepatitis B:

- a. Age younger than 19 years with no or unknown history of prior receipt of a complete series of hepatitis B vaccine.
- b. Age 19 years or older meeting any of the following criteria:
  - i. Patient with end-stage renal disease, including patients receiving hemodialysis; HIV infection; or chronic liver disease;
  - ii. Sexually active and not in a long-term, mutually monogamous relationship (i.e., more than 1 sex partner during the previous 6 months);
  - iii. Under evaluation or treatment for a sexually transmitted disease (STD);
  - iv. A male who has sexual intercourse with males or a current or recent injection-drug use;
  - v. At occupational risk of infection through exposure to blood or blood-contaminated body fluids (e.g., healthcare worker, public safety worker, trainee in a health professional or allied health school);
  - vi. Client or staff of an institution for persons with developmental disabilities;
  - vii. Sex partner or household member of a person who is chronically infected with HBV (including an HBsAg-positive adopted child);
  - viii. Planned travel to a country with high or intermediate prevalence of chronic HBV infection (a list of countries is available at [www.cdc.gov/travel/diseases.htm](http://www.cdc.gov/travel/diseases.htm));
  - ix. Housed in or seen for care in a setting in which a high proportion of persons have risk factors for HBV infection (e.g., STD treatment facilities, correctional facilities, institutions for developmentally disabled persons).
- c. Age 19 through 59 years with type 1 or type 2 diabetes mellitus.
- d. Age 60 years or older with diabetes mellitus, at the discretion of the treating clinician.
- e. Any adult who wants to be immunized against HBV infection and lacks a specific risk factor.

Post Exposure prophylaxis of a health care personnel if the Health Care Personnel worker is unvaccinated, incompletely vaccinated, or has been vaccinated with titers less than 10 mIU/mL

### 2. Contraindications to Hepatitis B Vaccine:

- a. A history of a serious allergic reaction (e.g., anaphylaxis) after a previous dose of hepatitis B vaccine or to a hepatitis B vaccine component.
- b. For information on vaccine components, refer to the manufacturers' package insert ([www.immunize.org/packageinserts](http://www.immunize.org/packageinserts)) or go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf)

### 3. Precautions to Hepatitis B vaccine:

- a. Moderate or severe acute illness with or without fever.
- b. Syncope (fainting) has been reported with the use of injectable vaccines and may be accompanied by visual disturbances.



**4. Administration of Hepatitis B vaccine:**

- a. Hepatitis B vaccine shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to hepatitis B vaccine(s).
- c. CDC/ACIP recommends routine vaccination with the following patients:
  - i. All infants at birth, infants and children not previously vaccinated, Unvaccinated adults requesting protection from HBV vaccination;
  - ii. Unvaccinated adults at risk for HBV infection such as those with behavioral risks that include sexually active persons with 1 or more partners in a 6 month period, persons seeking evaluation or treatment for a sexually-transmitted disease, men who have sex with men, injection drug users;
  - iii. People with occupational risks;
  - iv. Patients with medical risks such as end stage renal disease including dialysis; HIV infection, and chronic liver disease
- d. Intramuscularly (22–25g, 1–1½” needle) in the deltoid muscle. For persons age 20 years or older, give 1.0 mL dosage; for persons age 19 years or younger, give 0.5 mL dosage.
- e. Provide subsequent doses of hepatitis B vaccine to complete each patient’s 3-dose schedule by observing a minimum interval of 4 weeks between the first and second doses, 8 weeks between the second and third doses, and at least 4 months (16 weeks) between the first and third doses.
- f. For persons born in Asia, the Pacific Islands, Africa, or other countries identified as having high rates of HBV infection, ensure that they have also been tested for hepatitis B surface antigen (HBsAg) to find out if they are chronically infected.
  - i. If test is performed on same visit, the patient should be administered hepatitis B vaccine after the blood draw.
  - ii. Do not delay initiating hepatitis B vaccination while waiting for test results.
  - ii. If patient is found to be HBsAg-positive, appropriate medical follow-up should be provided.

**Herpes Zoster Vaccine:**

**Vaccines and ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**

1. **Indications for Zoster vaccine (shingles):** Identify adults who are age 50 years or older and have no history of prior receipt of zoster vaccine. Do not test patients age 50 years or older for varicella immunity prior to administering zoster vaccine. Patients born in the U.S. prior to 1980 can be presumed to be immune to varicella for the purpose of zoster vaccination, regardless of their recollection of having had chickenpox. **CDC/ACIP recommends routine vaccination of all patients that are 60 years of age and older, including patients who report a previous episode of zoster and patients with chronic medical conditions.**  
Not for use in treatment of Zoster or Post-herpetic Neuralgia or for primary prophylaxis of primary varicella infection (chicken pox).

**2. Contraindications to Zoster vaccine:**

- a. A history of a serious reaction to a vaccine component, including gelatin and neomycin.



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- b. For a list of vaccine components, go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf)
- c. Primary or acquired immunodeficiency, including:
  - i. Leukemia, lymphomas, or other malignant neoplasms affecting the bone marrow or lymphatic system;
  - ii. AIDS or other clinical manifestations of HIV, including persons with CD4+ T-lymphocyte values  $\leq 200$  per mm<sup>3</sup> or  $\leq 15\%$  of total lymphocytes;
  - iii. Current immunosuppressive therapy, including high-dose corticosteroids ( $\geq 20$  mg/day of prednisone or equivalent) lasting two or more weeks;
  - iv. Clinical or laboratory evidence of other unspecified cellular immunodeficiency;
  - v. Receipt of or history of hematopoietic stem cell transplantation;
  - vi. Current receipt of recombinant human immune mediators and immune modulators, especially the antitumor necrosis factor agents adalimumab, infliximab, and etanercept;
  - vii. Pregnancy or possibility of pregnancy within 4 weeks of receiving vaccine.

### 3. Precaution to Herpes Zoster Vaccine:

- a. Serious adverse reactions, including anaphylaxis, have occurred. Adequate treatment provisions, including epinephrine injection (1:1,000), should be available for immediate use should an anaphylactic/anaphylactoid reaction occur.
- b. Deferral should be considered in acute illness (for example, in the presence of fever) or in patients with active untreated tuberculosis.
- c. Not for use in the treatment of active Zoster outbreak. This vaccine may be used in patients with previous history of Zoster unless other contraindications to the vaccine exist. Vaccination does not result in protection of all vaccine recipients.
- d. CDC/ACIP does not recommend Herpes Zoster vaccine administration to patients of any age that have received the varicella vaccine.
- e. Antiviral medications, such as acyclovir, famciclovir, valacyclovir, and any other medications against herpes virus family may interfere with the zoster vaccine; avoid use of these antiviral drugs for 14 days after vaccination.

### 4. Administration of Zoster vaccine:

- a. Zoster vaccine shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to zoster vaccine(s).
- c. Zostavax must be reconstituted only with the diluent provided by the manufacturer and upon immediate removal from the freezer. Use sterile syringes that are preservative-, antiseptic-, and detergent- free. Withdraw the entire contents of the diluent to reconstitute the vaccine. Gently agitate the mixture. Withdraw entire contents of reconstituted vaccine vial for administration (~0.65mL). Reconstituted vaccine must be administered within 30 minutes.
- d. Administer entire amount (0.65 mL) of reconstituted zoster vaccine subcutaneously (23–25g, <sup>5</sup>/<sub>8</sub>" needle) in the posterolateral fat of the upper arm. Administration should be done immediately, within 30 minutes of reconstitution.

## Human Papillomavirus (HPV) Vaccine:

Vaccines and ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. **Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**

### 1. Indications for HPV vaccine:

- a. Females, age 26 years or younger;



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- b. Males, age 21 years or younger;
- c. The first dose is typically administered at age 11 to 12 years
- d. Males, age 22 through 26 years meeting any of the following conditions:
  - i. Immunocompromised as a result of infection (including HIV), disease, or medications;
  - ii. Has sex with other males;
  - iii. Wants to be immunized and lacks any of the above criteria.

### 2. **Contraindications to HPV Vaccine:**

- a. A history of a **serious allergic reaction after a previous dose of HPV** vaccine or to a HPV vaccine component
- b. For information on vaccine components, refer to the manufacturers' package insert ([www.immunize.org/packageinserts](http://www.immunize.org/packageinserts)) or go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf).

### 3. **Precautions to HPV vaccine:**

- a. Moderate or severe acute illness with or without fever;
  - b. Pregnancy (delay vaccination until after completion of the pregnancy).
  - c. Syncope (fainting) has been reported with injectable vaccines and may be accompanied by visual disturbances, weakness, or tonic-clonic movements.
  - d. Use in caution with patients with a bleeding disorder and/or patients on anticoagulant therapy
- bleeding/hematoma may occur with IM injection.

### 4. **Administration of HPV vaccine:**

- a. HPV vaccine shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to HPV vaccine(s).
- c. Provide either HPV4 or HPV9.
- d. Provide either vaccine in a 3-dose schedule at 0, 2, and 6 months. Provide routine vaccination with HPV vaccine to girls and boys at age 11 or 12 years; vaccine may be administered to girls or boys as young as age 9 years. Administer 0.5 mL HPV vaccine intramuscularly (22–25g, 1–1½" needle) in the deltoid muscle. Note that a 5/8" needle may be used for children and teens weighing less than 130 lbs for injection in the deltoid muscle *only* if the subcutaneous tissue is not bunched and the injection is made at a 90° angle.
- e. For patients who have not received HPV vaccine at the intervals specified above, provide subsequent doses of HPV vaccine to complete each patient's 3-dose schedule by observing a minimum interval of 4 weeks between the first and second doses, 12 weeks between the second and third dose, and at least 24 weeks between the first and third doses.
- f. Men age 27 years and older who meet the criteria of above and women age 27 years and older who have received at least 1 dose before their 27th birthday should complete the 3-dose series as soon as feasible. Men age 22 years and older who have received at least 1 dose before their 22nd birthday should also complete the 3-dose series as soon as feasible.

## Measles, Mumps, & Rubella (MMR):

**Vaccines permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**

### 1. **Indications for MMR vaccine:**

- a. Patients in need of initial vaccination against measles, mumps, or rubella who:



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- i. Were born in 1957 or later (especially if outside the U.S.) with no history of receipt of live, measles-, mumps-, and/or rubella-containing vaccine given at age 1 year or older or other acceptable evidence of immunity (e.g., laboratory evidence);
  - ii. Women of childbearing age who do not have evidence of rubella immunity or vaccination; or,
  - iii. People in high-risk groups, such as healthcare personnel (whether paid, unpaid, or volunteer), students entering college and other post-high school educational institutions, and international travelers, should receive a total of 2 doses.
  - iv. Ensure that all school-aged children and adolescents have had 2 doses of MMR vaccine; the minimum interval between the two doses is 4 weeks.
  - v. Administer 2 doses of MMR vaccine to children aged 12 months and older before departure from the United States for international travel. The first dose should be administered on or after age 12 months and second dose at least 4 weeks later.
  - b. Identify adults in need of a second dose of MMR vaccine who:
    - i. Were born in 1957 or later and are either planning to travel internationally, a student in a college, university, technical, or vocational school; or,
    - ii. Are healthcare workers born before 1957 at potential risk of infection from a current mumps outbreak.
2. **Contraindications to Measles, Mumps, and Rubella (MMR) vaccine:**
- a. A history of a serious reaction (e.g., anaphylaxis) after a previous dose of MMR vaccine or to an MMR vaccine component. For a list of vaccine components, go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf)
  - b. Pregnant now or may become pregnant within 1 month;
  - c. Known severe immunodeficiency, hematologic and solid tumors; congenital immunodeficiency; receiving long-term immunosuppressive therapy, severely immunocompromised from HIV infection, including CD4+ T-lymphocyte count of less than 200 cells per  $\mu$ L.
3. **Precautions to MMR vaccine:**
- a. Recent (within the past 11 months) receipt of antibody-containing blood product (specific interval depends on product) ;
  - b. History of thrombocytopenia or thrombocytopenic purpura;
  - c. Moderate or severe acute illness with or without fever.
4. **Administration of MMR vaccine:**
- a. MMR vaccine shall be administered according to the following instructions and specifications.
  - b. Screen all patients for contraindications and precautions to MMR vaccine(s).
  - c. Administer 0.5 mL MMR vaccine subcutaneously (23–25 g, 5/8" needle) in the posterolateral fat of the upper arm.
  - d. For adults in need of a second dose of MMR, observe a minimum interval of 4 weeks between the first and second doses.

## Meningococcal Vaccine:

Vaccine and ages permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. **Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**

### 1. **Indications for Quadrivalent Meningococcal vaccine:**

- a. Routine Vaccination: Single dose of quadrivalent meningococcal conjugate Vaccine (MCV4) MenACWY-D (Menactra) or MenACWY-CRM (Menveo) at age 11 through 12 years, with a booster at 16 years;



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- i. Catchup vaccination can occur at age 13-15 years (with a booster at 16-18 years, with a minimum of 8 weeks between doses) if not previously vaccinated;
  - ii. If first dose is given at age 16 or older, booster is not needed.
- b. First-year college student, age 19 through 21 years, living in residence hall, and lacking documentation of receipt of MCV4 at age 16 years or older;
- c. Anticipated travel to a country in the "meningitis belt" of sub-Saharan Africa or other location of epidemic meningococcal disease, particularly if contact with the local population will be prolonged;
- d. Diagnosis of anatomic or functional asplenia, including sickle-cell disease;
- e. Diagnosis of persistent complement component deficiency (an immune system disorder);
- f. Employment as a microbiologist with routine exposure to isolates of *N. meningitides*;
- g. Anticipated travel to Mecca, Saudi Arabia, for the annual Hajj;
- h. Military recruits;
- i. History of receiving either MCV4 or meningococcal polysaccharide vaccine (MPSV4: Menomune [Sanofi]) at least 5 years earlier and having continued risk for infection (e.g., living in or recurrent travel to epidemic disease areas);
- j. Any other adult wishing to decrease their risk for meningococcal disease.

## 2. Indications for Meningococcal Serotype B Vaccine (MenB) [MenB-4C(Bexero) and MenB-FHbp (Trumenba)]

\*MenB vaccination must be recommended strictly on an individual clinical case basis

\*\*CDC has no preference on either MenB vaccine to use

- a. Specific populations aged 10 years and older AND who are at increased risk for meningitis serotype B disease:
  - i. Persons with persistent complement component deficiencies, including inherited or chronic deficiencies in C3, C5-9, properdin, factor D, factor H, or who are taking eculizumab (Soliris).
  - ii. Persons with anatomic or functional asplenia.
  - iii. Persons with sickle cell anemia
  - iv. Microbiologists routinely exposed to isolates of *Neisseria meningitidis*.
  - v. Persons identified as at increased risk because of a serogroup B meningococcal disease outbreak.
  - vi. Students of college campuses that have recently experienced an outbreak of serogroup B meningococcal disease
    - i. The vaccine is not currently recommended for routine use in first-year college students living in residence halls, military recruits, or all adolescents.
  - vii. ACIP recommends MenB vaccination for qualified persons aged >10 years with additional preference to ages 16-18 years
- b. MenB vaccine is not recommended for persons who travel to or reside in countries where meningococcal disease is hyperendemic or epidemic. These cases are not related to Serotype B meningococcal disease.
- c. Once a series is started with a specific manufacturer, the series must be completed with that same manufacturer, or re-started using the new manufacturer, due to different schedules.
- d. The Men B vaccine does NOT replace the quadravalent meningococcal vaccine, but is rather administered in addition to, in qualifying patients.

## 2. Contraindications to Meningococcal vaccine:

- a. A history of a serious allergic reaction (e.g., anaphylaxis) after a previous dose of meningococcal vaccine or to a meningococcal vaccine component.





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- b. For information on vaccine components, refer to the manufacturers' package insert ([www.immunize.org/packageinserts](http://www.immunize.org/packageinserts)) or go to [www.cdc.gov/vaccines/pubs/pinkbook/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/appendices/B/excipient-table-2.pdf).

**3. Precautions to Meningococcal:**

- a. Moderate or severe acute illness with or without fever.

**4. Administration of Meningococcal vaccine:**

- a. Meningococcal vaccine shall be administered according to the following instructions and specifications.
- b. Screen all patients for contraindications and precautions to Meningococcal vaccine(s).
- c. For adults ages 55 years and younger, administer 0.5 mL MCV4 via the intramuscular route (22–25g, 1–1½" needle) in the deltoid muscle. (Note: a 5/8" needle may be used for patients weighing less than 130 lbs [<60kg] for injection in the deltoid muscle only if the subcutaneous tissue is not bunched and the injection is made at a 90-degree angle.)
- d. If the person has a permanent contraindication or precaution to MCV4, or if MCV4 is unavailable and immediate protection is needed, MPSV4 is an acceptable alternative, although it must be given subcutaneously (for these patients and adults older than age 55 years, administer 0.5 mL MPSV4 via the subcutaneous route (23–25g, 5/8" needle) in the posterolateral fat of the upper arm).
- e. For persons aged 10 and older, administer 0.5mL MenB via the intramuscular route in the deltoid muscle. (Note: a 5/8" needle may be used for patients weighing less than 130 lbs [<60kg] for injection in the deltoid muscle only if the subcutaneous tissue is not bunched and the injection is made at a 90-degree angle.)
- f. Schedule additional vaccination as follows:
  - i. For adults ages 55 years and younger who are either identified above in 1.c. or 1.d., or who have HIV infection and meet any of the criteria in 1. above, give 2 doses of MCV4, 2 months apart.
  - ii. For adults who remain at high risk (e.g., categories 1.b. through 1.e. above), give 1 dose every 5 years.
  - iii. **MenB vaccination schedule:** For patients aged 10 and older indicated for MenB vaccination, series dosing is as follows:
    - a. MenB-4C – give 2 doses at least 1 month apart
    - b. MenB-FHbp – give 3 doses at 0, 2 months, and the third dose 6 months after the first dose.
    - c. The same vaccine product should be used for all doses in series

**Td,Tdap, DTaP Vaccine:**

**Vaccines permitted for immunization administration vary by vaccine type according to CDC/ACIP guidelines, state law, and Wal-Mart Stores, Inc. corporate policy. Pharmacists must follow the strictest requirement of all three, as listed on the first page of this document.**

**1. Indications For Td and Tdap vaccine:**

- a. For both:
  - iii. Lack of documentation of receiving a single dose of pertussis-containing vaccine (i.e., Tdap) as an adolescent or adult or lack of documentation of receiving at least 3 doses of tetanus- and diphtheria-containing toxoids;
  - iv. Completion of a 3-dose primary series of tetanus- and diphtheria-containing toxoids with no documentation of receiving a booster dose within the previous 10 years;





- v. Lack of documentation of receiving all doses of a series of DTaP (fifth dose is not required if fourth dose is administered at age 4 years of older).
  - vi. Recent deep and dirty wound (e.g., contaminated with dirt, feces, saliva) and lack of evidence of having received tetanus toxoid-containing vaccine in the previous 5 years.
  - vii. Do not administer tetanus toxoid (TT) in place of Tdap or Td.
  - viii. Identify children and teens age 7 years and older in need of vaccination against diphtheria, tetanus, and pertussis based on the following criteria:
    - 1. lack of documentation of at least 4 doses of diphtheria, tetanus, and pertussis vaccine, with at least one of the doses given after age 4 years and with the most recent dose given a minimum of 4 calendar months after the preceding dose,
    - 2. lack of documentation of at least 3 doses of diphtheria and tetanus vaccine (i.e., DT, Td),
    - 3. lack of history of pertussis-containing vaccine given at age 10 years or older,
    - 4. currently pregnant and no documentation of Tdap given during the current pregnancy, or
    - 5. completion of a 3-dose primary series of diphtheria and tetanus toxoid-containing vaccine with receipt of the last dose being 10 years ago or longer.
  - b. Additional criteria for Tdap only (minimum age is 10 years for Boostrix, 11 years for Adacel):
    - i. Patients who have not already received Tdap vaccine;
    - ii. Healthcare personnel of all ages;
    - iii. Pregnant women.
- 2. Contraindications to Td, Tdap (pediatrics) or Tdap (age 10-11 years and over) Vaccine:**
- a. A history of a severe allergic reaction (e.g., anaphylaxis) after a previous dose of Td or to a Td, Tdap, or Tdap component.
  - b. For information on vaccine components, refer to the manufacturers' package insert ([www.immunize.org/packageinserts](http://www.immunize.org/packageinserts)) or go to [www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf](http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf).
  - c. For Tdap only, a history of encephalopathy within 7 days following DTP/DTaP not attributable to another identifiable cause.
- 3. Precautions to Tdap or Td vaccine:**
- a. History of Guillain-Barré syndrome within 6 weeks of previous dose of tetanus toxoid-containing vaccine;
  - b. History of an arthus-type reaction following a previous dose of tetanus-containing and/or diphtheria-containing vaccine, including meningococcal conjugate vaccine; defer vaccination until at least 10 years have elapsed since the last tetanus-containing vaccine;
  - c. Moderate or severe acute illness with or without fever;
  - d. For Tdap only, progressive or unstable neurologic disorder, uncontrolled seizures or progressive encephalopathy.
- 4. Administration of Tdap and Td vaccine:**
- a. Tdap and Td vaccine shall be administered according to the following instructions and specifications.
  - b. Screen all patients for contraindications and precautions to Tdap and Td vaccine(s).
  - c. Administer 0.5 mL Td or Tdap vaccine intramuscularly (22–25g, 1–1½" needle) in the deltoid muscle. Note: a 5/8" needle may be used for patients weighing less than 130 lbs for injection in the deltoid muscle *only* if the subcutaneous tissue is not bunched and the injection is made at a 90 degree angle.
  - d. Administer one dose of Tdap vaccine to all adolescents aged 11-12 years. Tdap can be administered regardless of the interval since the last tetanus and diphtheria toxoid-containing vaccine.
  - e. Patients aged 7 years and older who are not fully immunized with Tdap vaccine should receive Tdap vaccine as one dose (preferably the first) dose in the catch-up series. If they receive Tdap as part of the first dose in the catch-up series at 10 years, the 11-12 year Tdap dose should NOT be administered (administer Td as an alternative, 10 years after the Tdap dose).
  - f. Patients aged 11-18 years who have not received a Tdap vaccine should receive a dose, followed by a Td dose 10 years after.



- g. If an inadvertent dose of DTaP is given to a child aged 7-10 years, it may count as the adolescent Tdap dose, or the child can also receive the Tdap booster dose at age 11-12 years. If the dose is administered inadvertently to an adolescent aged 11-18 years, the dose should be counted as the adolescent Tdap booster.
- h. For patients that are unvaccinated or behind, complete the primary Td series (space at 0, 1-2 month, 6-12 month intervals); substitute a one-time dose of Tdap for one of the doses in the series, preferably the first.
- i. Provide a Td booster every 10 years after the primary series has been completed (if Tdap was already given, boost with Td routinely every 10 years).
- j. Tdap should be given regardless of interval since previous Td immunization.
- k. In pregnancy, if a one-time dose of Tdap has never been administered, give Tdap in the third or late second trimester (27-36 weeks gestation). If not administered during pregnancy, give Tdap in immediate postpartum period.

## **Section B: Emergency Medical Protocol for Management of Anaphylactic Reactions in Patients.**

1. The pharmacy shall implement the emergency procedures that follow in the management of any anaphylactic reactions that occur during, or immediately after, the administration of an immunization to a patient.
2. The pharmacy and/or pharmacist shall maintain fully functioning telephones in order to summon aid and communicate in an emergency situation.
3. If itching and swelling are confined to the injection site where the vaccination was given, observe patient closely for the development of generalized symptoms.
4. If symptoms are generalized, contact the emergency medical system (EMS; e.g., call 911) and notify the on-call physician. This should be done by a second person, while the primary responder assesses the airway, breathing, circulation, and level of consciousness of the patient.
5. Drug Dosing Information - Epinephrine:
  - a. First-line treatment: Administer aqueous epinephrine 1:1000 dilution intramuscularly, 0.01 mL/kg/dose (adult dose ranges from 0.3 mL to 0.5 mL, with maximum single dose of 0.5 mL).
  - b. Secondary treatment option: For hives or itching, you may also administer diphenhydramine either orally or by intramuscular injection; the standard dose is 1–2 mg/kg, up to 50 mg maximum single dose.
6. Monitor the patient closely until EMS arrives.
7. Perform cardiopulmonary resuscitation (CPR), if necessary, and maintain airway.
8. Keep patient in supine position (flat on back) unless he or she is having breathing difficulty.
9. If breathing is difficult, patient's head may be elevated, provided blood pressure is adequate to prevent loss of consciousness.
10. If blood pressure is low, elevate legs.
11. Monitor blood pressure and pulse every 5 minutes.
12. If EMS has not arrived and symptoms are still present, repeat dose of epinephrine every 5–15 minutes for up to 3 doses, depending on patient's response.
13. Record all vital signs, medications administered to the patient, including the time, dosage, response, and the name of the medical personnel who administered the medication, and other relevant clinical information.
14. Notify the patient's primary care physician and prescribing physician within 24 hours of adverse event.
15. Report the adverse event to the Vaccine Adverse Event Reporting System (VAERS) and the Walmart SCRT system.



16. Use Standing Order to process emergency medications administered and cash out for \$0 at register after the patient has been safely taken care of.

## Section C: Documentation, Emergency Management and Reporting in the Administration of All Vaccines.

1. Provide all patients with a copy of the most current federal Vaccine Information Statement (VIS). Document the publication date of the VIS and the date it was given. Provide non-English speaking patients with a copy of the VIS in their native language, if available and preferred (these can be found at [www.immunize.org/vis](http://www.immunize.org/vis)).
2. Document each patient's vaccine administration information.
3. The pharmacist will create a prescription or record for each administration using the provided medical prescription order under the authorizing physician's name, using the prescription document as the official prescription of record, completing all necessary information and screening, as required by state and federal law. This document will also be retained as a hard copy, to comply with federal, state, and corporate record retention requirements.
4. All patients are required to remain in the store, preferably in the immediate pharmacy area, for 20 minutes after receiving their immunization(s), allowing the pharmacist to observe the patient for adverse events following the injection and so to allow for emergency treatment to be administered, if necessary.
5. Record the date the vaccine was administered, the manufacturer and lot number, the vaccination site and route, and the name and title of the person administering the vaccine on the Vaccine Administration Record (VAR) portion of the Patient Questionnaire and Consent Form. Record the VIS publication date and the date the VIS was given to the patient.
6. Recordkeeping includes all of the following information and documents:
  - a. Patient Consent Forms are faxed to the primary care physical (PCP) within 24 hours of administration.
  - b. If the immunization is administered by a patient specific prescription, the prescribing physician is notified of the administration within 24 hours.
  - c. Reporting to the state immunization registry will occur, if required by state regulation or corporate policy.
  - d. Completed temperature logs are retained for a period of three years.
  - e. All prescription records for dispensing of immunizations are retained for a period of 10 years, in accordance with state and federal prescription requirements.
  - f. All immunization documents must be stored separately from all other pharmacy paperwork. This includes all patient questionnaire and consent forms and temperature logs.

## Section D: Emergency Management of Accidental Needle Sticks

1. In the event that an accidental needle stick occurs during administration involving a patient, the following steps shall be followed:
  - a. Take care of the patient; refer them to their local primary care provider for follow-up.
  - b. Contact the patient's primary care provider and inform them of the needle stick and the referral for follow-up and further treatment.
  - c. Report the needle stick via the Walmart/Sam's Club internal event reporting tool, SCRT.
  - d. Inform store management and the market H&W Director.
  - e. Have store management complete all normal accident reporting paperwork.
  - f. A review will occur after the event and additional training provided to prevent reoccurrence.
2. In the event that the accidental needle stick occurs during administration and involves an associate, the following steps are followed:
  - a. Contact the store/club management and MHWD/RxMM.
  - b. Provide the patient with a copy of the corporate "Bloodborne Pathogen Exposure Form" and direct them the personnel manager for further instructions.



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- c. The personnel manager will have a member of management accompany the associate to the nearest corporate physician's office for follow-up.
- d. Store management will complete any worker's compensation filing and processing, and submit to workers compensation team for follow-up, including obtaining any relevant involved patient medical history via a signed waiver.
- e. The accident will be recorded via internal accident reporting procedures.
- f. All event details are entered onto the needle stick log located in the management office by the facility manager.
- g. A review will occur within after the event and additional training provided to prevent reoccurrence.

## **Section E: Disposal Process**

1. All normal waste that does not require specific biomedical waste removal processes as outlines by OSHA will be disposed of via normal waste procedures (i.e. - regular garbage) – this includes cotton balls, adhesive bandages, or tissues that are not saturated with blood or blood containing fluids.
2. Products saturated with blood may be disposed in sharps container
3. Live vaccine vials (full damaged or empty) must be disposed in sharps container
4. All syringes and needles will be disposed of using a national mail back process. The sharps containers will be stored inside the pharmacy area at all times expect for during administration. During administration the immunizing pharmacist is responsible for maintaining security of the container. When container is  $\frac{3}{4}$  full, the unit is sealed, packed according to manufacturer's instructions and all paperwork completed and retained by the pharmacy or mailed back with the container. The packaged container is scheduled for pickup from the pharmacy with the next available carrier pickup.
5. All expired vaccines or biological will be returned using Wal-Mart and Sam's Club's current hazardous waste process, or returned for credit via Genco Returns, depending on the classification of product.
6. In the event that a large spill occurs and extensive cleanup is needed, the pharmacy will secure the area, immediately notify store management, and follow the corporate hazardous waste cleanup process using a "Hazardous Waste Spill Kit".
7. All stores and clubs are required to have a General Biomedical Management Plan printed and available for review in the IMZ Binder.

## **Section F: Pharmacist Credentialing Requirements**

1. A pharmacist that fails to meet and maintain the following minimum standards **will no longer qualify** to provide immunizations:
2. Maintain an active license to practice pharmacy issued by the Board of Pharmacy and provide proper notification to the Board that he or she will be providing immunizations;
3. Successfully complete a board-approved didactic and practical course of study, from a board-approved provider, that is specialized in the administration of immunizations and includes, but is not limited to:
  - a. the current guidelines and recommendations of the federal Department of Health and Human Services, Centers for Disease Control and Prevention;
  - b. the American Pharmacists Association and the American Council on Pharmaceutical Education;
  - c. disease epidemiology;
  - d. indications for use of vaccines;
  - e. vaccine characteristics and storage requirements;
  - f. injection techniques;



- g. adverse reactions to vaccines;
  - h. emergency response to adverse events;
  - i. immunization screening;
  - j. informed consent;
  - k. record keeping;
  - l. immunization registries;
  - m. life support training;
  - n. biohazard waste disposal;
  - o. sterilization techniques; and,
  - p. related topics relevant to the provision of immunizations.
4. Successfully secure and maintain an active certification in basic cardiac life support for healthcare providers; only American Heart Association, Red Cross, or Cardio Partners certifications are accepted by Walmart.
5. Successfully maintain CE specialized in the administration of immunizations as required by the Board of Pharmacy.